

BIRDS

NEPONSET REVIEW

VOL. 14, 1926

The NEPONSET *Review*

HOLIDAY NUMBER

Edited and Planned by Employees of
BIRD & SON, inc., East Walpole, Mass.



Hearty Christmas Greetings.
Good Wishes for the New Year



BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices	Warehouses
Boston, New York, Chicago, Philadelphia, New York, Chicago, Philadelphia, Detroit, Atlanta, San Francisco, Minneapolis, Columbus and Paris, France	St. Paul, Atlanta, Dallas, Denver, San Francisco and Paris, France

Officers and Directors

President CHARLES S. BIRD

Vice-President, PHILIP R. ALLEN

Sec. and Treas., HERBERT H. MILLER

General Sales Mgr., PHILIP R. ALLEN
Asst. to Vice-Pres., RICHARD C. FLOYD

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Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales Division
Manager, CHESTER H. ANDREWS

Special Paper Sales Division
Manager, ELMER H. BARTLETT

Western Roofing Division
Manager, FREDERICK H. HIRD
Assistant, WILLIAM W. WILSON
Superintendent Chicago Plant, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, DONALD A. CHASE

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Asst. Manufacturing Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS
Asst. Treasurer and Credits, DIMON E. MERRILL
Auditor, AXEL H. ANDERSON

BIRD AND SON SALES CORPORATION

(Floor Covering Sales)

Officers and Directors

President, PHILIP R. ALLEN

Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.

Sec. and Treas., HERBERT H. MILLER

Eastern Manager, WILLIAM B. ROGERS, JR.

Western Manager, RALPH W. WESTCOTT

Pacific Coast Manager, L. K. SMITH

Makers of Quality Products Since 1795

The NEPONSET REVIEW

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Mr. Bird's Annual Message

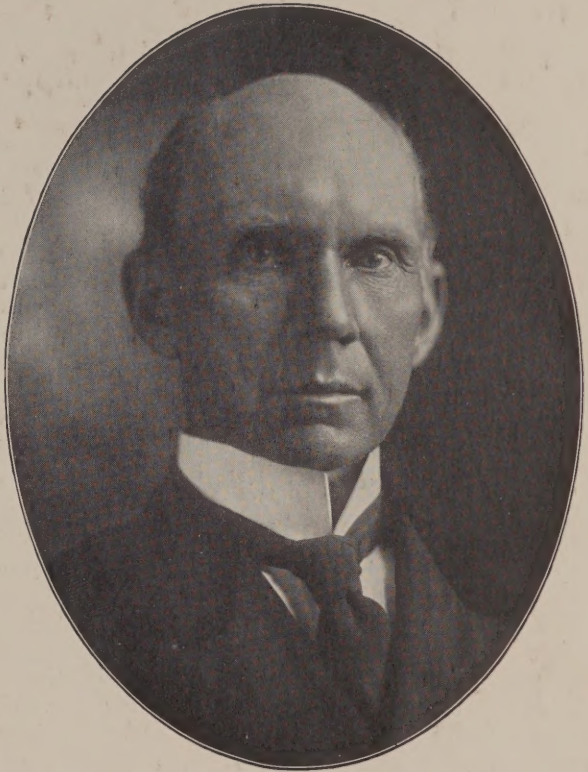


It is difficult to realize that one year has passed since I wrote my last Annual Greeting. For Bird & Son it has been a year of financial prosperity. Better still, the co-operative spirit in our organization has grown even stronger.

I was deeply disappointed not to be able to attend the annual banquet of the Old Timers' Club which, as you know, was created by the long service men of Bird & Son. These men realize the problems we have faced in the development of this business during the past 50 years. Many of these old comrades and co-workers can look backward almost to 1877, the year your President came to this business. They remember the little paper mill nestled between the banks of the picturesque Neponset River, the mother mill, so to speak, of our future extensions. It is interesting to note that this mother mill handled a tonnage (inward and outward) of 20 tons per day, while her children, our present plants, handle over 2,000 tons per day.

It is satisfactory to know that during these years of substantial prosperity we have made no use of high finance. Our success has been achieved, mainly, by fine co-operation and hard work, supplemented by the policy of paying moderate dividends, thus strengthening our financial structure by ploughing the bulk of our earnings into our business.

Our future, as I see it, is very bright. We must, however, keep close to the course we have pursued. Quality, rather than quantity, should be our watchword in the future, as it has been in the past, and yet, of course, we must manu-



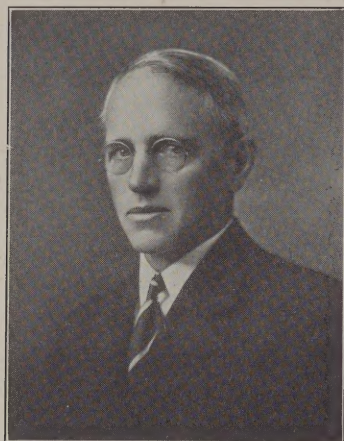
facture in large enough quantities to produce at the lowest cost; that we do today. Let us not forget that hard work counts more than genius. It has done the most to up-build our business.

It has been an inspiration and a pleasure to work with the men and women with whom I have been associated in the past years.

A Merry Christmas and A Happy New Year!

Charles S. Bird

From the Sales and Manufacturing



By Philip R. Allen

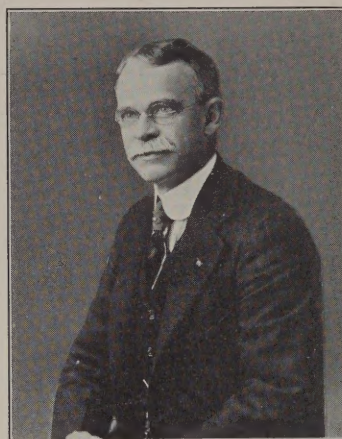
I asked one of our men the other day in what way he thought Bird & Son, inc., was different from other corporations. Hesitating a moment, he said that he hadn't realized we were a corporation; that it seemed to him we were more like a big family of workers. Of course, we all hope that this is true, but some of us have wondered whether, growing as fast and as big as we are, we can maintain and practice the ideals and the spirit of this old institution.

Why do I believe that we can? Because we have an institution almost as old as these United States, founded by that pioneer, George Bird, when George Washington was our first President. We have, therefore, a heritage from the past, rich in ideals and traditions. Yet these alone do not build a great industry. A leader is always found at the head of every great enterprise, and so we find at the head of ours, Charles Sumner Bird, a man of outstanding personality and rugged New England character, a real leader—with vision and courage to "do things."

Someone will ask, what is this spirit of the institution you talk about? It is somewhat intangible, but no one can work here without feeling it. There is a wonderful spirit of honest effort, of fairness, of helpfulness, of team play between the different departments, of friendly and neighborly feeling between individuals, in evidence every day of the year. With such a leader and with such a spirit, this business has grown and is still growing along sound lines of development.

1925 has been most successful. The volume of business done is larger than last year. Nothing can make us all any happier than the fact that we have kept the mill wheels turning continuously. We will not predict but simply say that all indications point to a good business in 1926.

I am glad of this chance to send Best Wishes for Christmas and A Happy New Year to All of the large family of Bird & Son, inc.



By George R. Wyman

Practically everything worth while has been accomplished by work. It has been said that there is too little work being done in a day now, as compared with years ago. Be that as it may, the fact remains that it is the "day's work plus" that means success.

You know that Thomas Edison works well into the night. No one will dispute that he does the "day's work plus." The Old Timers, as well as others here, know that Mr. Bird, when he took over the Bird Mills, worked seventeen and more hours per day at the mill, more hours than he would ask an employee to work. He always sets the example of the "day's work plus."

It is pleasing to note the interest shown in the Mill Office where, many times, it is after hours before the employees realize it is time to go home. At our Norwood plants, we have many interesting problems, due to the rapid development of the newer products of our business. Mr. Lines has a meeting with assistants in the Brigade Room directly after the day's work is finished, a friendly chat, a smoke, and a discussion of the daily problems. A meeting of this kind, wholly voluntary, shows the spirit of the "day's work plus."

The Manufacturing articles, headed by Mr. Montgomery and sent in by superintendents and foremen, show that this spirit permeates the whole institution. It is no uncommon thing to hear the remark: "Thinking it over last night, I decided to do so and so today."

The Manufacturing slogan for 1926 is going to be "The day's work plus." In laying out our program, we are going to take into consideration the high efficiency of our present machinery and organization, and then go out and see if we can beat it.

I wish you all a Merry Christmas and a Happy New Year.

Production Costs Lowered at Building and Roofing Plant

P. H. Bailey Strikes Keynote of Sales Department—"We Can See Nothing But All Records Smashed, During 1926"



THE products of the Building and Roofing Mill are probably the best known of all Bird & Son goods. With Paroid Roofing leading the list as one of the oldest and

most established, the products made at this mill include Shingles of many sizes and shapes, Roll Roofing, Building Papers, Built-up Roof, Deadening Felt, Plastic Cement, Asphalt Felt, and Roof Coating. Wall Board is sold through this division, but is actually made, for the sake of convenience, at the East Walpole plant.

Careful attention to items of waste and expense and a setting of new records in low production costs are the outstanding achievements at the Norwood Building and Roofing plant.

E. M. Lines, superintendent of the Norwood plants, and E. L. Chamberlain, superintendent in charge of the plant itself, are justly proud of the machine department, which has increased its rate of production and has done this by such steady and consistent performance that the waste has been reduced nearly 500 tons over 1924.

P. H. Bailey, sales manager, strikes the keynote for his department with the statement, "The Building and Roofing sales department can see nothing but 'all records smashed in 1926.'"

"New building promises to equal this year's volume and that means shingle sales and more shingle sales. Re-roofing can be no less active than in 1925 and the suitability of our specialties for this work is so pronounced that we should secure an increasing volume of sales."

L. L. Thompson, as assistant sales manager, with headquarters in Washington, has kept closely in touch with the Federal Specification Board which is now engaged in the revision of specifications for prepared roofing.

W. E. Hale has brought the Eastern sales division to a point where the various sales territories are better proportioned than ever before. Some



Those in charge of Building and Roofing activities. Back row—left to right: George E. Smith, D. B. Kimball, W. E. Hale. Front row—left to right: E. L. Chamberlain, P. H. Bailey, E. M. Lines. Insert, A. D. Kilham

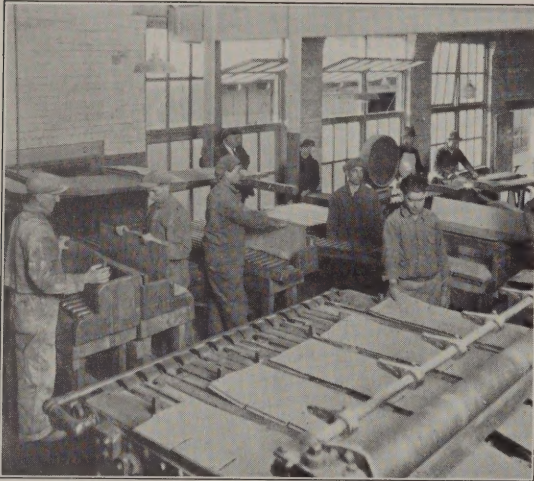
of the larger territories have been cut down in area so that more salesmen can operate.

The Southern division, in charge of A. D. Kilham, has shown a good percentage of increase in 1925 and will show a larger increase next year. Florida comes into Mr. Kilham's division and perhaps nothing need be said about the Florida boom and the volume of sales that this boom will add to the Southern division.

At the mill, the finishing department has effected economies by changes in process. A rearrangement of conveyors on the shingle machine saved considerable labor in shingle finishing. Printed wrappers have cut out the expense of pasting labels and rehandling the wrappers so many times. The packing of nails has been transferred to the finishing department and much expense of handling has been eliminated.

Both mechanical and electrical maintenance work has been carried on in such a manner that we have not been forced to spend as much money as in previous years for plant upkeep and repair. The whole mill is in first class condition.

George Smith reports clear sailing for the planning department and states that the shipping



Shingle machine and Norwood Building and Roofing plant

department has handled a larger tonnage and has done it with no loss in service to customers. Early in the year, a rearrangement of the "gangs" increased their efficiency.

The asphalt treating and handling departments have held up their end and assisted in the effort for better quality.

The new steam line from the East Walpole boiler plant has made a vast change in the boiler room and has given us steam at a much lower cost than we could generate here with oil.

Our laboratory has extended its watchfulness



Applying Lock-Butt shingles on a Malden, Mass., home

of quality and our product today is the best that it has ever been. Mr. Kimball points to a big step in roofing research in the installation and development of an accelerated weathering tester.

Some new products have been added to our standard-lineup during the year. Lock-Butt shingles have shown their value and we consider them the best single thickness shingle in the market today. The new Hexagonal Twin, although not to be manufactured until next year, can rightfully be called a development of 1925. The addition of Art-Blendes unquestionably marks the beginning of a wonderful improvement in asphalt shingles.

Paper Machines Attain Highest Production Ever

S. W. Smith and T. G. Henderson Proud of Mill Attainments. E. H. Bartlett Reports Sales Conditions Stable and Outlook Good



EW production records feature the Special Paper division's accomplishments for 1925. These records reflect, in turn, a greater demand for all our products, since the various forms of paper we make are in a large measure consumed by our own mills.

Those paper products which we do not use ourselves include Cartridge and Wad papers (for use in shotgun shells), Rocket

paper, Tube and Torch paper, Index Board, Wadding, and Jacquard Board used in weaving mills.

S. W. Smith, in commenting on the production records, points out that they were accomplished without enlargement in machinery or increase in equipment, so that credit can justly go to those responsible for the operation of the machines and their auxiliary units.

One of our larger machines has increased its daily average over twenty per cent during the last year and all machines show creditable in-

creases. Mr. Smith gives credit to Carl Schaier and his entire organization. He would like to list the names of those especially responsible, but that would mean giving a roster of the entire Main Mill, for, as he says, "the machine tenders made their records because every man on the machines did more than his job demanded. The backtender who found that the machine could be speeded up, and the beater man who gave them the right paper stock all contributed to the final success."

T. G. Henderson, superintendent of the Phillipsdale mill, has an equally fine record to show. The production at his mill has increased an average of over five tons a day during 1925. He also gives the credit to his assistants, Messrs. Eaton and Salisbury, and the entire organization. He states that the mill received real help from Mr. Chamberlain, with his laboratory work.

For the sales, E. H. Bartlett, sales manager, and W. E. Hicks in the field, report a business situation more satisfactory in a great many respects than at any time for several years, at

least, dating back to just prior to the great World War.

"This country at least, and I think we can safely say the world as a whole, is over the hysterical stage; fluctuations of staple products are of the past; contracts and agreements are sacredly kept," says Mr. Bartlett. "No abrogations are now experienced as in 1917-18. We are manufacturing and customers are buying wisely and conservatively and whatever growth and increases are made are healthy.

"Those who are involved in the manufacturing and production have made and are continuing to show a vast amount of improvement in cost, qualities and quantities, and so much so at times that reflections are apparent as to whether some of us who are responsible for the marketing of finished goods are as much alive to our duties.

Competition is keen and this is really as it should be to keep us up to the minute and ever alert, progressive and surrounded with a personnel of unquestioned integrity and of good business ethics.

"When the individual becomes a partnership, then follows the corporation, with the tendency in many cases to a soulless, heartless, incorporated arrogance, but we earnestly pray to avoid this evil and still remain and be known in the business circle as a large institution with a big heart, still human, still treating the small man of today on a par with the big man of tomorrow, fairly and squarely as was ever the purpose and intent of the founders of Bird & Son."

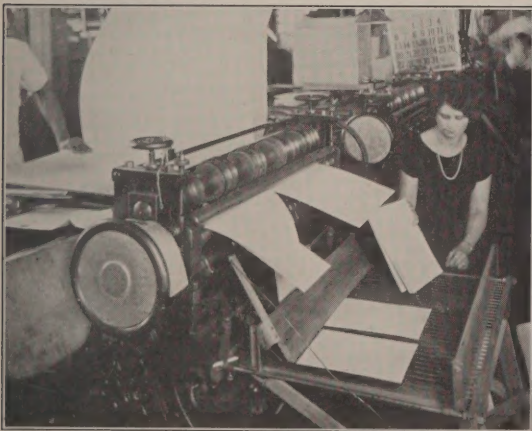
Both superintendents point proudly to new



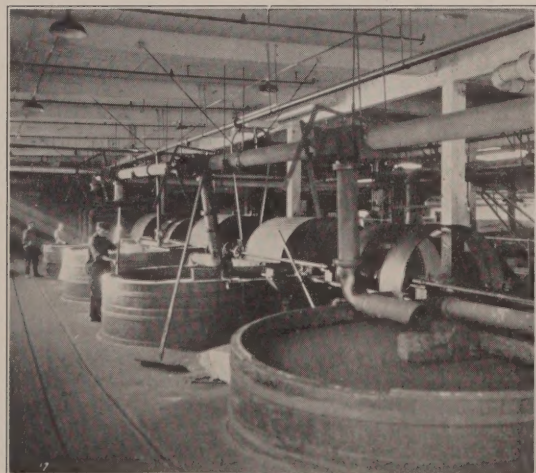
The Special Papers division personnel. Back row—left to right: W. F. Geary, R. A. Wilkins, W. E. Hicks. Front row—left to right: S. W. Smith, E. H. Bartlett, Carl Schaier. Insert, T. G. Henderson

daily production records. On June 17, East Walpole, No. 5, produced 111 tons and on December 3, Phillipsdale produced 104 tons. No other mills in the country can show better records for equal conditions. In 1924, 100 ton days were rare at East Walpole, but in 1925 they had to come regularly, else Carl Schaier was out to find the reason why. Neither do the superintendents forget the handling, sorting, transfer and waste water departments for their contribution in taking care of the larger tonnage produced.

At East Walpole, the second Shartle engine was started during the year, No. 1 sorting room was given a thorough renovating with three new



A machine at one of our customer's factories, cutting index board for use in filling cabinets



One of the beater rooms, where raw stock is converted into pulp

tubs in the Allen mixers, new floor timbers and floors throughout. Vickery Cleaners were put on the paper machines.

At Phillipsdale the cutter room was given a new layout, independent stoker drive and a new ash handling equipment put in the boiler room, two new iron tubs replaced worn out beaters, and two Vickery Felt Conditioners were put on

the paper machine.

The bulk of the paper from the East Walpole mills is used in our box shops, but a good tonnage goes to our finishing mill, where it is given further processing. The notable achievement in this department, according to Ralph Wilkins, is the reduction of waste and operating expenses by Geary and his organization.

Floor Covering Equipment Finest in Country

"1925 a Period of Readjustment" says H. E. Sawyer, Jr., "Our House in Order and Expect Satisfactory Business for 1926"



ACCOMPLISHMENT at the mill and expansion of the Sales department are the outstanding features in the review of the Floor Covering division, which deals in Neponset Floor Covering, Rugs and Rug Border. The most visible evidence of mill accomplishment is in the new buildings and machinery, foremost among which is the complete new unit, which doubles

our capacity for producing rugs.

The quality of construction of the new unit is, we believe, unique among all floor covering manufacturing plants. The machine room, which is all brick and steel construction, has a clear unsupported space, 105 feet by 133 feet, and ovens are of a new type of fireproof construction.

Complete new units have also been built for the paint manufacturing and oil-boiling sections. With the new paint-making equipment we are now one of the largest manufacturers of this product in New England, although we produce solely for our own use.

New buildings for storing and shipping, a large increase in the production capacity of the Rug Border department and a machine for making a larger size of rug border complete the outstanding improvements in mill equipment.

Further indication that the Floor Covering division has hit its stride comes in the report of H. E. Sawyer, Jr., sales manager.

"The year 1925 must be looked upon as a period of readjustment in the hard surfaced floor covering industry," he says. "Mergers which took place between certain manufacturers in the fall of 1924 created considerable confusion.

"Being specialists in felt base products only (with no linoleum production) our position during 1925 has been relatively favorable. The loyalty of our customers and efforts of our salesmen and organization both in the East and in the West have kept our factory running steadily."

He points out that one of the most gratifying results this year in the Eastern division has been

the addition of a large number of new customers. It is reasonable to expect that these customers will use considerably more merchandise in 1926.

W. B. Rogers, Jr., sales manager of the Eastern division, has spent a great deal of time this year in adding to and improving the personnel of his sales force. His organization is in much better shape than a year ago, and is capable of producing a considerable increase in sales.

This year marked the introduction of our Floor Covering products into many parts of what is known as our Western division. Heretofore our efforts had been confined to more intensive development of territories near the Chicago office.

Western Division Expanded

R. W. Westcott, in charge of the Western Sales division, has this year expanded his organization and has succeeded in adding a large number of new customers. Mr. Westcott's organization, in size and volume of business, is very rapidly approaching that of the Eastern division.

The change which enabled us to combine our Chicago office and warehouse at our present location on North Canal Street, has resulted in a great improvement in service to our customers and more efficient handling of their orders.

Further development in service to customers has been made in the Sales Service department, under the direction of C. W. Alexander.

Mr. Alexander's time has been devoted to the working up of attractive window and department displays, and initiating a series of dealer helps in the form of illustrated letters, folders, etc., with which to circularize mailing lists. Efforts along these lines have been of great assistance to such of our customers as have used them.

Most of Mr. Alexander's work has been within the Eastern division. This work had been so effective that we have recently added E. J. Canright to our Western division in order to feature the same kind of service there.

"1926 has all the indications of being an extremely competitive year," says Mr. Sawyer, in closing. "We look forward, however, to much

more favorable conditions than those which existed during 1925. At times like these the manufacturer who is specializing on one product, and whose organization is compact, should enjoy a considerable advantage.

"We believe that our house is in order, and anticipate a very satisfactory business in 1926."

In a review of the manufacturing end, we find that at the beginning of the year E. M. Lines, superintendent of the Norwood plants, resolved to accomplish certain definite tasks which he believed could be put behind us.

A goal was set to increase the quality of our product by more efficient use of materials and by greater exactness of control of the details of each department. In this work B. H. Bailey and those working with him have increased the uniformity of every process to a marked extent.

Mr. Lines also calls attention to the progress made through the use of standards for the control of materials. A substantial saving has been made.

Through organization and skill in grouping of men and in the greater use of tractor and



Mill and office executives of Floor Covering division. Back row—left to right: J. F. Maguire, C. W. Alexander, S. J. Taylor, J. E. Alcott. Front row—left to right: R. M. Wight, H. E. Sawyer, Jr., E. M. Lines, W. B. Rogers. Insert, R. W. Westcott



The wood blocks for printing Floor Covering are cut by hand at our Norwood plant

trailer equipment, the shipping department has made a reduction in costs.

J. E. Alcott, in matters of design of patterns and scheduling of them on the print machines, has been of great help in co-ordinating the work of the sales and manufacturing departments.

In the large building program undertaken during the year, C. W. Conrad assumed the burden of providing the finest buildings and equipment in use in the industry.

The heart of the mill is in the Laboratory. Here, ideas are put into concrete form—a single

Things to Give at Christmas

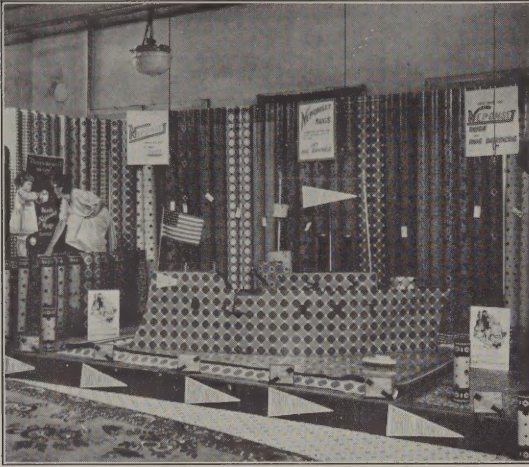
To your enemy, forgiveness; to your opponent, tolerance; to a friend, your heart; to your father, deference; to your mother, conduct that will make her proud of you; to yourself, respect; to all men, charity.

Things to Keep

Tempers, sunny dispositions, your smile, secrets, and your hair.

Old Christmas Returned

All you that to feasting and mirth are inclined,
Come, here is good news for to pleasure your mind:
Old Christmas is come for to keep open house,
He scorns to be guilty of starving a mouse;
Then come, boys, and welcome for diet the chief,
Plum pudding, goose, capon, mince pies and roast beef.
Old Carol,



Bird's Neponset Floor Covering defies water and wear, and can even be used for a battleship, as this window display shows

idea was converted to a saving of \$20,000, and at the same time quality was improved. Frank Maguire and his assistants have developed an unusual spirit of cooperation in their relations with the mill.

The co-ordination of all these efforts of the various departments and the direction of mill activities, along with the problems incident to the construction of the new additions, has been carried on by Ralph M. Wight, superintendent of the Floor Covering plant.

In brief, the quality and appearance of Neponset Floor Covering products have been improved. New products, including heavy weight plain floor covering, a line of light weight floor covering and a new size of rug border have been added. Mechanical and building equipment has been enlarged and improved.

Truly a year of great accomplishment.

New Corrugated Plant Features Box Division Report

Solid Fibre Output Greatest Ever, With No Added Equipment. Shoe Carton Shows Gain. All Departments Helped



YEAR ago, according to C. H. Andrews, Sales Manager of the Box Division, we were beginning to make our plans for disposing of the production of the new corrugated plant, fully realizing that a lot of work was ahead to get this entire new proposition under way in the new year. That the work was productive of results is indicated by the fact

that sales of both solid fibre and corrugated cases this year have exceeded expectations.

The sales of shoe cartons have exceeded the estimate by something over 40%. This is due partly to an improvement in conditions in the shoe manufacturing industry, but more to the addition of new accounts. Mr. J. P. Dolan has put in a lot of time on this particular proposition and to a very large extent handles the sales work on this product.

The outlook for further increasing this business in 1926 is good, as we have a number of interested prospects with whom we are now working. Our other folding box products have shown good volume through the year and we are looking forward to a substantial increase in this volume as well, for 1926.

J. B. Maguire, Assistant Superintendent of the Main Mill, and R. L. Tupper, general foreman of the No. 1 Box Shop, where solid fibre and corrugated cases are made, also point to the starting of the corrugating department as the most noteworthy event during 1925.

Bird & Son is the pioneer in the method of corrugating the board on a wide corrugator which takes one width of paper for all combinations.

Although Bird & Son has been in the corrugated game for a comparatively short period, we have already taken our place among the leaders of the industry. This holds true both in production records on the machines and in small percentage of waste.

As for quality, there is no doubt but that the Bird Corrugated Case is one of the finest on the market today.

The solid fibre case production for 1925 has been the largest of any year to date, although no equipment has been added. Great credit is due the foremen and operators for increasing the efficiency of the machines which has brought about this increased production.

The waste in the solid fibre department has also been brought down to a lower figure than last year.

Production of wallboard for 1925 took an unexpected spurt. Figures for a ten-months period show an excess over the estimate by a very large amount.

O. J. Goodspeed, who schedules paper and boxes, says that this large tonnage has taxed the paper machines to the utmost to supply the demand, and only by record-breaking runs, made time and again on both No. 2 and No. 5 machines, have we been able to keep going. This shows that the planning departments have had to keep on their toes every minute in order to adjust the paper machines' runs to the box shop productions.

In the No. 2 Box Shop, S. W. Gladding reports that the shoe carton department has shown the greatest gain during 1925. The use of the Bird & Son type of shoe carton is apparently becoming more popular with an increasing number of shoe manufacturers. The quality of the Bird & Son shoe carton is well known, and with the automatic machinery which was developed during the past year, we should be able to develop even to a greater extent the market for this product.

The shipping departments have been taxed to the utmost in handling the increased tonnage. The detail of handling the corrugated orders has been carried out exceptionally well considering the number of pieces that go to make up an average order of corrugated cases.

This increase was something new for both shipping departments, but it was well met with practically no increase in the number of man hours.

In commenting on the progress of this division during the past year, S. W. Smith says, "The Box Division is growing in importance with us. The new corrugated plant has added to the completeness of our line. Only Mr. Maguire and those working with him know the infinite detail of that section of our manufacture. The other divisions, with continuous processes, do not know the problems of a make-to-order business."



The men in charge of the Box division. Back row—left to right: J. P. Dolan, R. L. Tupper, S. W. Gladding, O. J. Goodspeed. Front row—left to right: J. B. Maguire, S. W. Smith, C. H. Andrews

Bird & Son's Duty

"Bird & Son produces goods because it is the means by which over 2000 persons can earn an honest living, and this productivity is the means of livelihood for over 8000, wage earners and their dependents. An entire village depends on us and our productive ability. We must not fail them."



Stapling machines in No. 1 Box Shop



A few of the boxes made in our factory

General Manufacturing Staff Reports Year of Progress

"Most Satisfying Result is Increasing Number of Employees Who Look at Jobs with Owner's Viewpoint" says S. B. Montgomery



The General Manufacturing Staff. Back row—left to right: P. N. Hills, E. L. Connolly, C. W. Conrad, M. J. Hawkins. Front row—left to right: A. H. Russell, G. R. Wyman, S. B. Montgomery



THE manufacturing divisions of Bird and Son comprise four major production departments, all coordinated by Mr. Wyman, general manufacturing manager, and his staff. Each of the production departments is given space elsewhere.

At Mr. Wyman's right hand sits S. B. Montgomery, assistant manufacturing manager, who summarizes the manufacturing

situation as follows:

"The past year has been most satisfactory from the manufacturing point of view. Every department has shown excellent progress and many have established new records. The most satisfying aspect is the increasing number of employees who look at their jobs with the owners' point of view. Foremen generally have taken increasing interest in the success of their respective departments. Among the men and women throughout the mill there has grown up a friendly rivalry and earnest endeavor to surpass others in their work.

"In our endeavors to produce at the peak of our capacities and at the lowest costs possible, we have not forgotten quality nor service to our

customers, for we all realize that the good will of those we serve is essential to ultimate success."

Under the direction of the manufacturing manager also fall various staff departments which, while not actually producing goods, are nevertheless vital elements in the work of the production units.

One of these, the Purchasing and Traffic department, might in fact be called the "Alpha and Omega" since it comes both at the beginning and end, buying raw products at the start, and seeing that the finished goods are properly distributed at the end.

A. H. Russell, purchasing agent, reports the work of his department as having been along the usual lines, endeavoring to secure an adequate supply of material for our different departments at reasonable prices, and at the same

time keeping our stocks turning over as frequently as they should.

Upon the shoulders of the Traffic department fall four distinct tasks, which involve serving the Purchasing department by keeping the various production units supplied with fuel and materials as near to schedule as possible; keeping in touch with shipments from the Sales departments; aiding the Accounting department through the adjustment of freight claims; and helping the railroad by following loaded cars for prompt release and outloading.

Greatest Railroad Traffic Ever

M. J. Hawkins, head of the Traffic department, says that greater traffic was handled this year than ever before in our railroad history. Our railroad facilities proved equal to the heavy demand placed upon them and the traffic was handled with greater speed and less car shortage than in previous years.

Still another department that serves all others is the Engineering, under the direction of Charles W. Conrad. This year it has every reason to be proud of one of its achievements, that of the building the new steam line to the Norwood plant. Probably very few people know that this was the result of a plan developed by Mr. Conrad to

meet a condition we had been fearing for many years, namely, the time when oil burning at Norwood would become too costly. And when that time came, Bird & Son did not hesitate one moment in discontinuing the use of a large and relatively new power plant.

Our laboratories are the very life of the concern. Without them we would still be groping in the dark with "rule of thumb" methods. E. L. Connolly has the paper problems before him constantly, and the general ones before they become manufacturing problems. Messrs. Kimball, Maguire, Chamberlain and Thurston carry

on the specific problems of the divisions to which they are attached.

Co-ordination with other departments is effected through the planning superintendent, P. N. Hills. His tasks bring him in contact with many interesting facts, some of which are of significance to us generally.

For example, he finds that the turnover of finished stock at the Building and Roofing plant is thirteen times a year; at Floor Covering, eleven times a year. The turnover of raw stock at the Main Mill is sixteen times a year, and at Phillipsdale, nine times a year.

Chicago Plant Well Abreast of the Times

"Expressions of Good Will from Dealers, Most Important Members In Bird Family, Most Gratifying", Says F. H. Hird



HE Chicago plant, where all building and roofing products for the West and Southwest are manufactured, reports several improvements in equipment and organization, through the Western manager, F. H. Hird.

Early in the year W. W. Wilson was made assistant to the Western manager, in which position he has proved helpful to the sales force by furnishing basic information about our products as well as analyzing the sales possibilities of each territory.

Each department head has done his job faithfully and well, and the team spirit has been demonstrated over and over again.

In the outside sales department, practically all the old staff are carrying on, its efforts being strengthened by the appointment of R. D. Peterson as Southern sales manager, with the

result that sales in that part of our territory have shown a gratifying increase.

In fact," says Mr. Hird, "the sales for the whole Chicago division show a healthy, normal increase over 1924, and we feel that Bird & Son's business is on a surer foundation than ever."

B. H. Roberts was put in full charge of manufacturing operations at Chicago early in the year. He reports constantly improving cost figures, due to manufacturing refinements.

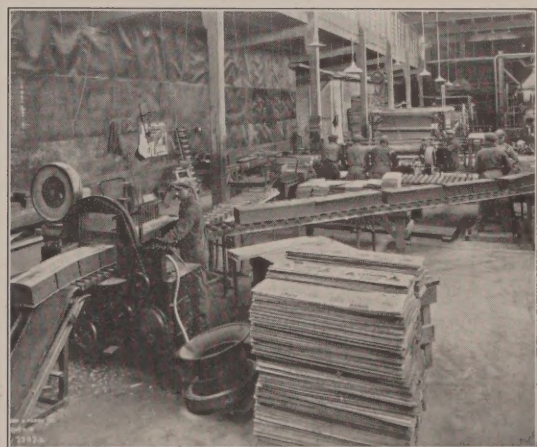
Every one of the mill foremen will be able to add another service stripe on his sleeve, which is evidence in the family spirit of which we are all so proud.

In order to keep up with the times, a turbo generator was installed early in July, which makes the Chicago plant nearly independent of outside sources of power. That this machine has performed perfectly ever since its installation shows that the work done was up to the usual standard.

An automatic shingle tier was started in



Art-Craft Roofing on a Natchez, Miss., home



Conveyors and automatic tier on No. 2 Shingle machine at Chicago



Chicago mill and office executives. Back row—left to right: Freeman, Overholt, Thurston, Clark, Brandau. Front row: Roberts, Hird, McEachren, Wilson

June, allowing a reduction of the working staff, and at the same time making the work easier.

The installation of a complete automatic sprinkler system is under way, which will safe-

to drop in and see us with our working clothes on, and give us a chance to show that our slogan of 'Quality First' means something besides words."

guard not only the plant, but also the customers' interests, who look to the plant to keep them supplied with Bird's products.

In closing, Mr. Hird says, "Perhaps the most pleasing and gratifying experience of the year has been the expressions of good will which have come in from the dealers whom we all regard as most important members in the Bird family, and we trust that as they look back over the year, that their thoughts about us are pleasant, and that our efforts to render service have been crowned with success.

"Still another pleasant memory is the number of visits paid us by our dealer friends, and we can only wish it were possible for every dealer who sells Bird's

Fundamental Conditions Sound In Canada

**Record 1925 Wheat Crop Should Bring Good Business to Bird & Son, Ltd.
Plants at Pont Rouge and Hamilton, Canada**



in 1908.

W. R. McNeil, general manager of Bird & Son, Ltd., reports general business as somewhat sluggish during 1925, but states that fundamental conditions are sound and that there will be improvement each year from now on until Canada becomes one of the most prosperous countries in the world.

C. P. Cowan, manufacturing manager, desires to thank each and every man in the organization for his effort and spirit of cooperation during 1925. This continued spirit, along with the fact that both the Pont Rouge and Hamilton

HILE it is in reality a separate company, Bird & Son, Ltd., with mills at Hamilton and Pont Rouge, Canada, seems very much a part of us. The Hamilton plant was built in 1905, for the manufacture of roofing papers similar to those made at our Norwood plant. The Pont Rouge mill, where felt paper to supply the Hamilton plant is made, was built

plants are ready for any volume of business, makes him look forward into next year with complete confidence.

In reviewing the year's work, L. S. O'Dell, superintendent of the Pont Rouge plant, points out that more light weight felt has been made during the year than usual. Improvements in the drying of the paper, reduction of fuel costs and shrinkage, and a closer check in the quality of raw materials are among the things accomplished, all of which have gone towards the production of a still better quality of felt.

At the Hamilton factory, C. O. Delavergn singles out several improvements, in his report. Among these are changes in the Wallboard machine resulting in both better production and higher quality, and improvement in the No. 2 roofing machine permitting quick changes from one color of slate surfacing to another, and the installation of the hot process of printing Art Craft roofing.

H. E. Davenport, secretary-treasurer, reports collections on about the same average as 1924, but a considerable improvement in the position of the Company, on account of lower inventories



Finishing end of No. 2 roofing machine, Hamilton



1400 squares of Bird's Art Craft covers buildings at Polo Park, Winnipeg, Manitoba

and a more careful supervision of purchases. He considers the decrease in failures as a sure sign of better fundamental conditions.

C. M. Canfield is optimistic as to the sales

possibilities for all of our lines for 1926. He points out that the wheat crop of 1925 is one of the largest on record, which means more money for the farmer than at any time in recent years.



Those in charge of Bird & Son, Ltd., Hamilton and Pont Rouge, Canada. Back row—left to right: W. A. Mutch, R. C. Crooker, H. E. Davenport. Front row—left to right: C. M. Canfield, W. R. McNeil, C. P. Cowan. Insert, left, L. S. O'Dell; insert, right, C. O. Delavergn

Christmas

If we were to fancy a wholly Christianized world, it would be a world inspired by the spirit of Christmas—a bright, friendly, beneficent, generous, sympathetic, mutually helpful world. Let us cling to Christmas all the more as a day of the spirit which in every age some souls have believed to be the possible spirit of human society. George William Curtis.

A Prayer for the New Year

Give us freely each day of the Spirit of Tolerance. May we be kindly disposed one toward another. Help us to esteem ourselves modestly, and to esteem our fellows generously. Help us to search diligently for truth in the fertile places of an Open Mind; and may we direct our Thoughts, our Words, and our Acts only toward Good.

Reflection of General Progress Shown in Offices

Executives in Charge of Various Departments Review Year's Accomplishments



General office executives. Back row—left to right: D. E. Merrill, A. H. Anderson, B. D. Rogers. Front row—left to right: D. A. Chase, H. H. Miller, R. C. Floyd



CONSIDERING Bird & Son purely as a manufacturing and selling organization is but looking only at the outward manifestations of activity. There are several departments and people upon whom both the manufacturing and selling must depend, although the connection is not always apparent.

From his position as assistant to the President, which involves keeping in touch with every activity of Bird & Son, as well as business in general, and interpreting the relation between them, D. A. Chase reports:

"1925 has been a normal business year. A normal business year in the United States is a prosperous year because of our inherent wealth. Bird & Son, inc., with its diversity of products is most successful under normal business conditions. Its success is not dependent upon the consumption of luxuries, but on the consumption of necessities, particularly those that relate to shelter.

"The increased use of the automobile is going to result more and more in the development of outlying land and the building of the individual home. This will contribute directly to the prosper-

perity of Bird & Son, inc., and the stability of our business.

"Competition will never leave us and to win our share we must be increasingly efficient. If we are increasingly efficient in management, in mill, and in methods of distribution, with our good name and our sound policies, we ought to win well in the country's prosperity."

R. C. Floyd, in his position as assistant to Mr. Allen, vice-president and sales manager, helps on all problems of sales and distribution.

During 1925 the problems of sales have been particularly acute, due to competition and expanding sales. Among other problems, a great deal of analysis of sales territories and prospects has been necessary in order to successfully launch our corrugated business.

Every business has its own problems of price quotations, freight adjustments, commis-

sions, etc. With four distinct fields of sales, Bird & Son, inc., has a complexity of problems of distribution little realized. Mr. Floyd deals with all of these with a general perspective of the development of all our products.

R. C. Floyd's View

He states: "Every one of us has a definite job to perform which is more or less different from the job of other members of this organization. However, there are certain principles which apply to every one of us in connection with our work, no matter what the specific nature of our job. If we follow these principles day in and day out through the year and constantly bear them in mind, we will be the better for it and so will our work."

The duties of the treasurer, H. H. Miller, cover the control of the corporate funds and attention to the financial details of the business, together with other duties usually defined under the by-laws of the corporation.

The treasurer sees that finances are constant and sufficient to meet the various needs of the business, such as plant additions and improvements, seasonal needs, all regular purchases and running expenses, and taxes of all kinds. This is done through prompt collection of money due us from our customers.

A very substantial amount of the first preferred stock is owned by our employees, showing their interest in the success of the company.

All these duties cannot, in a business the size of ours, be done by the treasurer, but are carried on in the department by a corps of competent assistants.

"The growth and permanence of modern business is largely contingent upon sound credit policies which, in our case, are carried out by the assistant treasurer, D. H. Merrill," says Mr. Miller. "His department is not only charged with the duty of making the necessary credit arrangements, but also of maintaining sound credit relations with its customers."

Mr. Miller also acts in the capacity of office manager, and reports for a large force of stenographers, typists, dictaphone operators, mail clerks, etc. "It is that end of the business which must, as its name implies, serve, and how well it has done its work can best be decided by the various departments to whom it was given during the year," says Mr. Miller.

The Accounting and Cost departments get together all information obtainable on every transaction made by the company, and give out again, in the form of understandable reports, this same information, which is used by each executive in aiding him to properly govern and control the affairs of his department.

"It is important that one appreciate that, with the increase in the volume of business, it is also necessary to increase the force in the Accounting department," says A. H. Anderson, auditor. "By volume we mean the number of transactions handled—be they in the form of invoices or reports, it matters not. In the case of the invoice, one for \$1000 can be handled about as cheaply as one for \$10.

"The number of invoices written in 1925 shows an increase of about 12 per cent over 1924."

Labor Bureau Serves All

The single department that touches all of us, no matter what our work, is the Labor Bureau which takes care of employment and employees' activities and service, with B. D. Rogers as manager. He reports that continuous work has prevailed in all departments throughout the year. Our entire force has continued very stable; in other words, the labor turnover for



Girls of the Service Department at our Main Offices, East Walpole, Mass.

the year will approximate 30%, a satisfactory figure. With our continued good record for steady work, fair treatment and good working conditions, an increasing number of applicants exceed our demands. During the year the working force has increased by about 75, due to the starting of the Corrugated Box department and the addition to the Floor Covering plant.

Over \$1,000,000.00 in Insurance

The Mutual Benefit Association with a remarkable membership of 95% of all employees has made a bigger stride than in many years past. On March 1 the dues of the members were increased from sixty to eighty cents a month, the weekly benefit to \$12, and the death benefit was increased from \$200 to a maximum of \$1000 after four years of service. The membership has grown from 1504 on January 1 to 1675 on November 30, and the insurance in force on November 1 was \$1,090,300 or over \$700,000 more than on January 1.

The Neponset Credit Union is growing steadily with a total membership at this time of 789 as compared with 727 a year ago. The Credit Union has been of great assistance to many of its members who have been in need of money to tide them over a short spell or assist them in meeting unexpected bills, as well as offering a convenient place to save money.

A large number of our fellow workers have realized the advantages of co-operative banks and savings bank life insurance.

During the annual No-Accident Week, held in October, we went the entire time with but a

The NEPONSET REVIEW

Vol. XIV.

JANUARY, 1926

No. 1.

Published Monthly by the Employees of Bird & Son, inc.
MILLS: East Walpole and Norwood, Mass.; Phillipsdale,
R. I.; Chicago, Ill.; Hamilton, Ont.; Pont Rouge, Que., Can.
SALES OFFICES: East Walpole; New York; Chicago;
Hamilton, Ont.; Philadelphia; San Francisco; Atlanta;
Paris.

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S. B. Montgomery

D. A. Chase
B. D. Rogers

Editor, Theodore L. Southack, Jr.

Staff Artist
J. E. Alcott

Circulation Manager
A. S. Blaney

Correspondents

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Main Mill, S. W. Smith
Sales, P. H. Bailey
Athletics, A. W. Smith

Suggestions, W. M. Smith
Floor Covering, H. E. Rouiliard
Phillipsdale, T. G. Henderson
Pont Rouge, E. A. Deslisle
Chicago, W. W. Wilson, B. I. Hindmarsh
Health, M. R. Leavitt
Building and Roofing, E. L. Chamberlain
Printing Foreman, F. R. Meyer

The *Neponset Review* will gladly publish communications, suggestions, photographs, or articles of interest to its readers. Address all correspondence to the Editor, *Neponset Review*, East Walpole, Mass.

A Year of Achievement

THERE is no other conclusion. A mere glance through the various articles in this number of the *Review* must surely give the impression that the firm of Bird & Son is moving steadily forward.

1925 has been normal, but we have not been content to drift with the tide. In some lines we have added new products and equipment, but not to the neglect of constant maintenance of the Bird Standard.

You will find the achievements of the manufacturing, sales, and other departments recorded elsewhere. With pardonable pride the staff of the *Review* looks on this issue of the paper as an achievement in itself.

We have endeavored to picture Bird & Son as a whole. We have grouped the divisions and the people in charge of them as they actually exist. Through word and picture we have presented both product and personnel.

This has been done to the temporary exclusion of most of the usual material, but we believe such action is justified by the result.

To the 18,000 and more readers of this issue, fellow workers, stockholders, dealers, customers and others, the *Review* sends wishes for the merriest Christmas ever, and a New Year abounding in prosperity and happiness.

(Continued from page 15)

single accident, which came at nine o'clock at night on the last day of the week.

At our plant hospitals in East Walpole and Norwood our nurses treated up to December 1 over 9500 cases of various kinds. In addition to this, many more employees than usual came to see the doctor at the plant hospital on the days that he is there.

As in years past, many fellow workers have sought and been given legal advice through the Labor Bureau. Several have been helped on naturalization papers, and, as usual at the beginning of the year, the Bureau has worked overtime assisting on income tax returns.

Athletic Activities

Athletics also come under the direction of this department. Activity along these lines included the entering of a bowling team in the Manufacturing League both last year and this, running an inter-plant bowling league, supporting a successful baseball team in the Walpole-Norwood Industrial League, and conducting the annual tennis tournaments.

The Library is constantly increasing its usefulness, both in providing books and magazines for general reading by employees and others, and by securing special information on request. The circulation this year has amounted to about 11,000 books.

The Suggestion Committee had an active year, with a total of 552 suggestions submitted up to December 2. Of this number 139 were accepted and cash awards made.

Two hundred and seven vacations were granted during the year to all employees having ten years' service or over. This is in addition to the vacations granted to office and supervisory workers.

Service Checks

FOLLOWING the custom of the past few years, we are sending all Fellow Workers Christmas Greetings and Best Wishes for the New Year, together with a Service Check to those who have been with us for one year or more, according to the length of service.

1 to 4 years inclusive . . .	\$ 5.00
5 to 9 years inclusive . . .	10.00
10 to 14 years inclusive . . .	15.00
15 to 19 years inclusive . . .	20.00
20 to 24 years inclusive . . .	25.00
25 to 29 years inclusive . . .	30.00
30 to 34 years inclusive . . .	35.00
35 to 39 years inclusive . . .	40.00
40 to 44 years inclusive . . .	45.00
45 to 49 years inclusive . . .	50.00

—Bird & Son, inc.



BIRD NEPONSET PRODUCTS



Box Division

Solid Fibre and Corrugated Paper Shipping Cases

NEPONSET Shoe Cartons

NEPONSET Waterproof Paper Flower Pots

Tack and Screw Boxes

Special Paper Division

Shot Shell Cartridge and Wad Papers

Rocket Paper

Black Tube Paper

Torch Paper

Bird Wadding

Gray Index Cardboard

Jacquard Board

Felt Papers for Special Purposes

Floor Covering Division

NEPONSET Rugs

NEPONSET Floor Covering

NEPONSET Rug Border

Lining Felt

Building and Roofing Division

Shingles

NEPONSET Twins

American Twins

NEPONSET Double Twins

American Double Twins

Hexagonal Twins

Lock-Butt

Individuals

Roll Roofing

Paroid

Art-Craft

Shingle Design

Slate Surfaced

American Ready

Universal

Building Papers

NEPONSET Black

Saturated and Coated

American

Economy

Wall Board

NEPONSET Board, Cream White

American Board

Specialties

Asphalt Felt

Paroid Built-up Roof

B. & S. Deadening Felt

Plastic Cement

Roof Coating

BIRD & SON, inc.

Established 1795

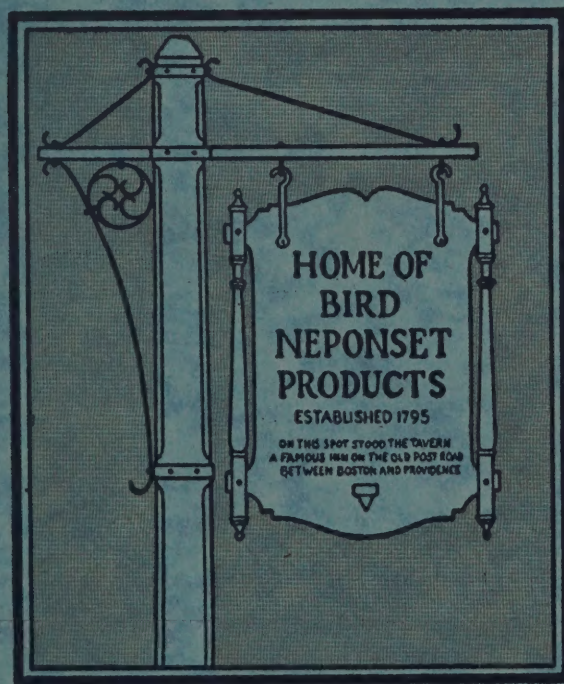
EAST WALPOLE, MASS.

The
Neponset Review
Holiday Number



The NEPONSET *Review*

Edited and Planned by Employees of
BIRD & SON, inc., East Walpole, Mass.



VOL. XIV NO. 2

FEBRUARY 1926



BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices	Warehouses
Boston, New York, Chicago, Philadelphia, New York, Chicago, Philadelphia, Detroit, Atlanta, San Francisco, Minneapolis, Columbus and Paris, France	St. Paul, Atlanta, Dallas, Denver, San Francisco and Paris, France

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Vice-President, PHILIP R. ALLEN

Sec. and Treas., HERBERT H. MILLER

General Sales Mgr., PHILIP R. ALLEN
Asst. to Vice-Pres., RICHARD C. FLOYD

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Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales Division

Manager, CHESTER H. ANDREWS

Special Paper Sales Division

Manager, ELMER H. BARTLETT

Western Roofing Division

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Assistant, WILLIAM W. WILSON
Superintendent Chicago Plant, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, DONALD A. CHASE

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Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
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Supt. Norwood Plants, EDWIN M. LINES
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Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS
Asst. Treasurer and Credits, DIMON E. MERRILL
Auditor, AXEL H. ANDERSON

BIRD AND SON SALES CORPORATION

(Floor Covering Sales)

Officers and Directors

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Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.

Sec. and Treas., HERBERT H. MILLER

Eastern Manager, WILLIAM B. ROGERS, JR.

Western Manager, RALPH W. WESTCOTT

Pacific Coast Manager, L. K. SMITH

Makers of Quality Products Since 1795

The NEPONSET REVIEW

Winners of 1925 Suggestion Contest Announced

Prizes Totalling Over \$700.00 Distributed to Bird & Son Fellow Workers
at East Walpole and Norwood Plants

EIGHT lucky men assembled in Mr. Wyman's office at East Walpole, Wednesday, January 13, and received New Year's presents in checks totalling over \$700. The lucky eight were the winners in the annual suggestion contest for 1925.

Under the suggestion system any employee of Bird & Son, who is not a foreman or head of a department, may submit as many suggestions as he wishes at any time. These are then reviewed monthly by the Suggestion Committee,

Sansone received a check for \$50 as the prize for 11 accepted suggestions during 1925. Since coming here in 1910 Patsy has been a consistent prize-winner. In the 1919 contest he won first prize, in 1920 first prize and in 1922 third prize.

The contest between Sansone and Hubbard was close throughout the year, but in November Hubbard forged ahead and kept his lead in December, with three "accepted" to Sansone's two.

A tie for third place, in number of suggestions,



Four winners in the 1925 Suggestion Contest. Left to right: Patsy Sansone, John Clancy, Laurence C. Hubbard, Anton Tamasankas

and for each one accepted an award of \$5 or more is made.

At the end of each year the grand prizes are distributed as follows: \$100 for the largest number accepted, \$50 for the second largest number, \$25 for the third largest number, \$100 for the best suggestion received during the year, \$50 for the second best, \$100 for any suggestion on which patent is obtained and assigned to Bird & Son, and, in addition, special awards are made for suggestions of unusual merit.

The award of \$100 for the largest number of suggestions accepted during 1925 was won by Laurence C. Hubbard, a fellow worker in the shoe-carton department of No. 2 Box Shop. Fourteen of Mr. Hubbard's ideas were approved during the year. Hubbard has been with Bird & Son since July, 1922.

Patsy Sansone of the Rug Border department, Floor Covering Plant, was the runner up. Mr.

was solved by giving each of the contestants a \$25 check. Frank O'Neil of the shoe-carton, and John H. White of the Building and Roofing maintenance crew, with 7 suggestions each, were the two men tied for third place. O'Neil came here in 1919, and White in 1922.

The first prize for the best suggestion of 1925 went to Anton Tamasankas, fellow worker in the Floor Covering finishing room, for his suggestion to put foot controls on the rug chopper, a big knife device that cuts off individual rugs from the large roll. The prize for this was \$100, but it was considered of sufficient merit to deserve an additional \$100, making \$200 in all for Mr. Tamasankas. He has been with us since 1919.

John Clancy, the third man from No. 2 Box Shop to win a prize, was given \$50 as the prize for the second best suggestion for 1925. But it was also considered that John's idea was worthy of a special prize, so the \$50 was accompanied



John Buonpane, Building and Roofing, who was awarded a special prize of \$200

William Wosner, Floor Covering, winner of special award of \$15



by another check for a similar amount, which means that Clancy received a total of \$100. He started work here in 1909.

Nor was this all. In 1924 John Buonpane of the Building and Roofing plant submitted a suggestion for improved shingle finish pieces (used for wrapping shingles), which was accepted and which won the first prize as the best suggestion of that year. Buonpane's idea continues to show considerable saving, and so, as his share, he received a special award of \$200. Buonpane has worked here nearly five years.

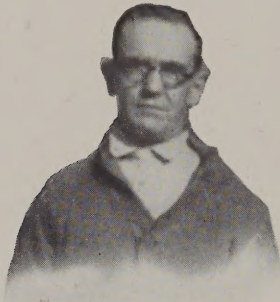
William Wosner, fellow worker in the rug finishing room, was given a special award of \$15

average of more than 23 per cent. These figures do not include five suggestions which were held over at the January meeting for further action.

In 1924 there were 538 submitted and 134 accepted.

Those who had two or more suggestions accepted during 1925, beside the winners, were:

Basille Neville, FFF, 5; Herman Nordstrom, DMP, 4; Nelson Phillips, FFP, 4; A. J. MacAloney, FFD, 4; John E. Clancy, FXB, 4; E. C. Rafuse, SM, 3; Waurice J. Tarr, EMY, 3; J. S. Walker, EMT, 3; and the following with two each: M. Dzurbanick, FFN; Patrick Egan, EMP; R. G. Fulton, FBP; D. J. Glazebrook,



Frank O'Neil, Shoe Carton, tied for third place in number of suggestions submitted

John H. White, Building and Roofing, tied for third place in number of suggestions submitted



for his suggestion for winding small rugs by machine instead of by hand. Wosner has been with us since 1919.

A total of 552 suggestions were considered during 1925, of which 161 were accepted, or an

FXG; Allen J. Hill, FFN; Helge Holter, DPP; R. B. Kemp, FBP; L. J. Latham, FF; Arthur Maguire, DFW; John Manley, EM; C. J. McLaughlin, DPB; D. H. Regan, Sr., EMM; John Ruscitti, ERB; C. V. Smith, DMB.

Dancing

Singing

Annual Bird Club

Amateur Night

Friday, February 12

Bird Hall—8 p. m.

Laughs

Chuckles

A Page for Bird Salesmem Everywhere

FOR salesmen only! That's the line that ought to go up at the top of this page. Every month from now on there will be one page of the *Review* devoted to material for the salesmen.

It's entirely up to you, gentlemen of the road, as to just what goes on this page. We've tried to make this month a sort of sample or trial order.

Excluding this story, which is necessary to give us a start, here's what the editor has in mind to run each month: at least one picture of interest to salesmen—their homes, their families, their dealers (good snaps, not "portraits"), vacation pictures, "along the road" snaps, our products in use, etc.; some clipped material, inspirational or humorous, sent in by the salesman as having struck his fancy; news of the salesmen—new houses, new cars, new territories, births, marriages, engagements, funny experiences, etc.; helpful items containing sales ideas. Most of you may have heard this, but a southern Floor Covering man said to a dealer: "Why don't you sell a rug with every washing machine—keeps the floor dry, improves appearance, etc." That is just one illustration.

Is this page a good idea? Terrible? Or what have you?

This is your page, salesmen. And it's up to you to keep it going. Don't think that we're asking you to sit down every month and write out something for us. But when you take a good picture, or have or hear of a bright sales idea, or get married, or read something that strikes your fancy, slam it into an envelope and send it to the editor at East Walpole.

That's all for now, and the best of luck for 1926.

Road Dust

C. B. Grundy, Building and Roofing, wants to buy a good portable typewriter, Remington or Underwood, with standard keyboard. Cash paid if the price is right. If you know any good buys, send the dope in and we'll get it to Grundy.

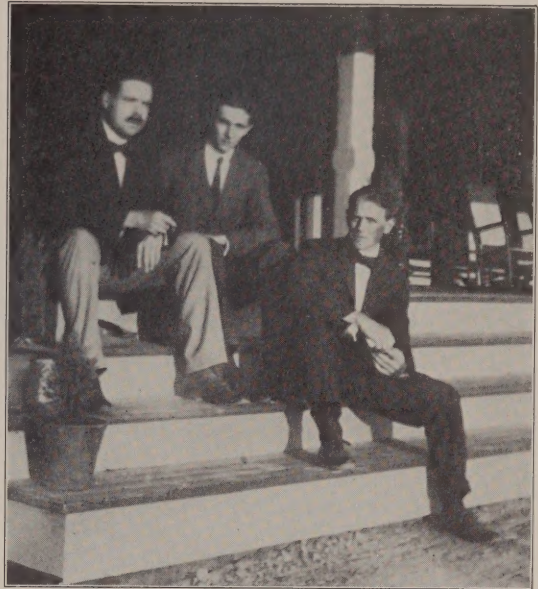
O. C. Turkington is taking the place of F. G. Bengston as head correspondent, Floor Covering. Bengston left to go with the Aetna Life Insurance Co., in Hartford. "Turk" has taken up residence at the Bird Club.

J. N. Dunell is now travelling the western Connecticut territory in the Building and Roofing. This was formerly handled by E. F. Murphy. C. B. Smith, a new man, is handling North Shore territory.

When Carl M. "Andy" Borgh came back for the Floor Covering Meet-up, he didn't have much to say, but he certainly sawed wood, for when he left for the return trip to "Sunny" Florida his wife, formerly Madeline A. Hart of Dorchester, Mass., went with him. Congratulations, Andy. When you have your worries, think of us poor birds in the North, lucky to get coal at \$17 per ton!

Karl Webber, one of the old-timers in the Floor Covering, has decided to retire from his Pittsburgh territory. We are losing a fine salesman. We wish him the best of luck in his future undertakings.

Donald L. Sampson is about to depart from the gentleman's job as a sales-correspondent to that of a Felt-base peddler. He has a bright future but a dark outlook—he is going to Pittsburgh.



"The Three Phils," on steps of Nantasket Hotel, in 1909.
Left to right: Phil Bailey, Phil Hamil, Phil Allen

IN sorting out some ancient material in a file the other day we came across a letter from W. R. McNeil, manager of the Hamilton plant. With it were three photos, of which we have used one.

"This might be described as 'The Three Phils,'" says Mr. McNeil. "The snapshot was taken about 1909 on the steps of the Atlantic House at Nantasket Beach during a salesmen's conference. Reading from left to right—P. H. Bailey, Phil Hamil, and P. R. Allen. Mr. Hamil was manager of our Chicago office at that time."

We might make a few remarks about the picture, but two of the gentlemen are a little too near the editor's office.

If any of you have similar photos tucked away somewhere, get busy and send 'em in. Your name will be withheld if desired, and insurances against damages in libel or defamation suits have been placed with Lloyds.

And in case you miss the Main Office notes, or someone doesn't tell you—we'll repeat it: A new Eastern Sales Manager has arrived at the home of W. B. Rogers.

Do these notes interest you? They are part of what we'd like to have on the salesman's page each month. We can't collect all of it from the inside, don't want to, in fact. Next time you send in a report to the office take an extra sheet of paper and write a note or a bit of news to the editor. No formalities, write in any language, use pen, pencil, typewriter or goose-quill. Give us news of yourself, of other salesmen, anything that you think would go well on this page.

Be sure to read the "Knights of the Grip" poem by Jerry the Office Cat, elsewhere in this month's issue.

H. E. Van Hoy, J. H. Van Hoy and A. D. Kilham were at the mill the week of January 4.



The new Norwood Hospital as it looks today

EMBA Reports Best Year Ever; Over \$1,000,000 in Insurance

A YEAR of greater progress than ever was reported at the annual meeting of the Employees Mutual Benefit Association held January 12. The total number of members on December 31 was reported as 1720, an increase of over 200 since January 1, 1925.

For the financial end, the Treasurer reported dues paid by members, \$13,669.70, and paid in by Bird & Son, one and one-quarter times that amount or \$16,600.30.

There were 289 disability claims during the year, and disability claims were paid for a total of 10,267 days. Sick benefits paid by the Association amounted to over \$16,500 and doctors' fee, more than \$4200.

The insurance now in force held by fellow workers amounts to over a million dollars. The insurance benefit payable upon the death of any employee is only one of the advantages of membership in the Association. Sick benefits of \$12 weekly are paid for a maximum of 26 weeks during the year and, in addition, doctors' fees for those calling on the Association doctors.

In all departments a constant effort is being made to keep the membership as near to 100 per cent as possible. On January 1, the plants stood as follows: FB, 100; FX 2, 100; FF, 99; DM, 98; EM and ER, 96; FX 1, 95.

The officers of the Association are as follows:

President, Marshall Grant (reelected); Vice-President, James B. Maguire; Secretary, D. J. Cullinane; Treasurer, J. J. Linnehan.

Investigating Committee: Margaret L. Leavitt, Edward Geary, John J. Burke, Frank Whitehead, Lyman W. Small.

Nominating Committee: E. L. Connolly, J. H. Sheehan, Thomas M. Graney.

For Sale

E flat alto saxophone, standard make. Silver finish. In good playing condition. Price right for cash.

L. M. Dearborn, CF.

Salesmen Come to E. Walpole for Floor Covering Meet-up

WITH salesmen coming in from territories from Maine to Florida, the annual Floor Covering meet-up was held December 14, 15 and 16 in East Walpole and Boston.

On Monday, December 14, the salesmen gathered with the executives at the Hotel Lenox for a district conference which began with a banquet. The following day they made a tour of the Norwood plant, many of them seeing the new Unit and "No. 4" in operation for the first time. In the afternoon of the same day, following a luncheon in Bird Hall at which Mr. Allen spoke, the meeting adjourned to the Wednesday Club, where talks were given by E. H. Bartlett, H. H. Miller, A. H. Anderson and M. J. Hawkins.

A discussion of the functions of the Sales Service department by C. W. Alexander followed these talks. Supper was served in Bird Hall at 6 p. m.

Wednesday, the meetings were started at 9 a. m. in the Lenox, with a discussion of the general sales policy. A talk was given by Mr. Ingalls of O'Connell Ingalls Advertising Agency. Dinner at 6.30 was followed by a general rush for the Tremont Theatre where the entire party watched the famed legs of Leon Erroll go through their paces in "Louis the 14th."

Those attending the meet-up included the following:

R. C. Floyd, D. A. Chase, H. G. Johnson, W. B. Rogers, Jr., A. L. Hayden, R. W. Graffam, R. D. Harvey.

S. R. Reid, H. B. Hunt, J. W. Kelley, W. R. Feeley, J. R. Maraist, F. H. Bagley, E. R. Guise, R. B. Wadsworth, R. T. Murphy, E. G. Weis.

I. C. Post, N. F. McCann, W. J. Farrell, A. H. Stuke, C. Drummond, T. E. Cowell, Jr., R. Armstrong, M. A. McKay, S. F. Walker, K. B. Weber, J. C. Blair, O. C. Turkington.

H. B. Lane, E. G. Barnes, H. B. Jordan, B. L. Sears, G. B. Cocke, A. S. Browne, E. Daniels, Jr., T. L. Jordan, J. M. Kellam, J. I. Groome, J. M. Helfrich.

C. M. Borgh, J. F. O'Connell, A. W. Ingalls, K. H. Day, R. Garner, I. S. Bailey, D. L. Sampson, L. M. Dearborn, F. G. Bengtson, J. Whitcomb.

Miss T. G. O'Brien, Miss A. M. Roundy, Miss E. M. O'Malley, Miss M. B. Owens, Mrs. E. C. Campbell, Miss C. G. Bedell, Miss I. M. Connor, Miss M. C. Kelliher.

Miss A. E. Kelliher, Miss H. G. Curran, Miss E. E. Gifford, Miss M. B. Foley, Miss E. J. Lamore, Miss M. A. Concannon, Miss E. E. Flavin, Miss H. C. Flavin, Miss A. E. Dornig, Miss B. M. Kannally, Miss K. A. Dowling, Miss L. A. Wicklund, Miss M. A. Ruggles.

For Sale

One 9 x 10½ Axminster Rug. Practically new. Low price.

R. E. Nutter,
Purchasing Department.

Shoe Skates For Sale

In excellent condition. Ladies', size 7. Too large for owner.

W. M. Smith, Mill Office.

Health

Margaret R. Leavitt

(By Royal S. Copeland, M.D.)

THERE are varieties in colds, just as there are different types of pneumonia and typhoid fever.

When you begin to sneeze and your nose runs hot fluid, you don't know whether you have influenza, measles, catarrhal fever, or an ordinary cold. Each of these ailments begins with the same symptoms.

The particular condition I want to tell you about today begins with a distinct chill or a feeling of chilliness, sneezing, and headache. The head and legs ache, sometimes feeling as if you had been pounded.

This sounds like the start of a bad cold, doesn't it? Well, it can be considered as a form of cold, but it is classified by the doctors as "acute catarrhal fever." Most of us call it "acute coryza."

This disease is due to an infection of the lining membranes of the nose and throat, and sometimes of the voice box and bronchial tubes. It is in reality a germ disease, usually caused by the "micrococcus catarrhalis," the catarrh germ. There are other germs which are capable of producing similar changes in the tissues and the same symptoms.

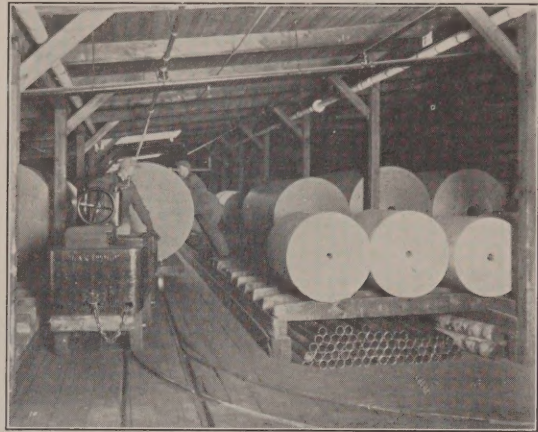
There is no use getting scared of these germs, because they are always surging around. You can't escape them. They live in almost every nose and throat and stand guard over the tissues, waiting for a chance to cause trouble.

Germs are like garden seeds. They require the right soil, the right conditions of warmth and moisture, the right sort of weather. Unless all the conditions are favorable they do not thrive.

The further symptoms of acute coryza are like those of the common cold except that they are more pronounced and that fever is an invariable accompaniment. The disease runs its course in five or six days.

A hot bath and to bed are the best advice I can give as to treatment, but it is not of this I would speak. I want you to live and guide your actions in such a way that you won't get an attack.

Lots of sleep in a well ventilated room, simple eating, care of the bowels and out-of-door sunlight and fresh air will do more than medicine. Wash your hands frequently, wash your face with soap and lots of water on your return from business and before retiring, wash out the openings of the nostrils, take particular care in the use of the tooth brush, and take frequent general baths—these are the secrets of protection against acute coryza and against a whole army of other diseases.



Juggling five-ton rolls of paper at East Walpole is no small job

Bird Club

IN the back of our mind there has been for years the idea that we have many individuals in Bird & Son who are capable of giving the rest of us something worth while to think about. We are much gratified that this season is showing the value of this idea as it is being put into practice. We are working the mine and finding pure gold.

Our first Good Fellowship meeting brought out much of great value on "Bird & Son spirit," as those who were there can testify, and at a recent evening James A. Stowell of FFF gave a very interesting and informing talk on a most difficult subject, "Navigation." Much of the terminology used was unfamiliar to men who have not followed the sea, but Mr. Stowell's successful handling of his theme was delightful and very much worth while. More of this kind of thing is in prospect and will be sandwiched in between other interesting matters month by month.

February 12th will be Amateur Night. To make it a success we want all Bird & Son folk who can entertain to volunteer.

On March 12th, which comes in Lent, there will be a highly entertaining and humorous illustrative lecture on England, Ireland, Scotland and Wales, with some good musical numbers. There will be no dancing.

H. E. R.

Card of Thanks

We wish to express our thanks to the firm and fellow workers of Bird & Son, inc., for the many kindnesses and expressions of sympathy shown us in our recent bereavement.

Mr. and Mrs. Walter Sword,
Walter Sword, Jr.
James Sword,
Mrs. Walter Angus.



The Bird Club furnished a tree with lights 'neverything to decorate E. Walpole Square at Christmas time.

File Your Income Tax!

IF you must file an income tax, do it as soon as possible.

Federal Income Tax Returns must be filed not later than March 15.

Returns are required of every single person whose net income for 1925 was \$1000 or more, or whose gross income was \$5000 or more, and of every married person whose net income was \$2,500 or more.

There is no change in the personal exemption for single persons, which is \$1000.

Married persons living with husband or wife and heads of families are allowed an exemption of \$2500, regardless of the amount of net income. A credit of \$400 for each person dependent upon him for support, if such person is under eighteen years of age, or incapable of self-support because mentally or physically defective, is still allowed.

If you were married during the year, credit is allowed for the proportion of the year you were married.

Massachusetts Income Tax Returns must be filed on or before March 1, by everyone whose total income during 1926 was \$2000.00 or over.

Interest received from accounts in national banks and in certain trust companies is taxable on the State return.

If you receive a state blank and are not required to file, return the blank to the Income Tax Director.

Assistance in making out returns will be given in the Labor Bureau at any time. If you are in doubt as to whether you should file, call at the office. We will be glad to help you.

—Labor Bureau.

"Five and Ten"

HOW many of you who read this column remember the *Review* as it was ten years ago? Different, wasn't it? So large that it looked like a billboard when it was spread out. But it had some mighty good stuff in it just the same. What would help this column more than anything else would be a picture or so each month of something taken five years or more ago. Look around in your scrap books or in the bottom of the trunk or somewhere. Send 'em in. If we get enough we'll make a special page.

In 1916

Things were kind o' quiet. 'Cept that down in the woods near the Building and Roofing plant the East Walpole Rifle Club was whanging away in off hours. Among those shooting up the place were William J. Quinn, Harry L. Tower and Wilbur C. Fay.

A letter was published in the *Review* from Sergeant H. D. Kimball, of the Main Mill, somewhere in Belgium, and the recipient of a Christmas box sent him by his fellow workers.

T. P. Maguire runs ad as follows: "For Sale—1915 Dort roadster. Stream lines, self-starter, electric lights."

And in 1921

The 125th anniversary booklet is ready for distribution.

Review of progress during 1920 shows Bird & Son, with other industries, steadying down after inflation of war period. Neponset Rugs added to Bird & Son line in Floor Coverings, and Art Craft and Shingle Design roofings to Building and Roofing products.

Many plant improvements at Phillipsdale. Immense concrete dam under construction at Pont Rouge. New office location at Hamilton. Also a new coal pocket, capacity of 600 tons.

The February, 1921, *Review* was a single sheet only—"crying need for economy everywhere" is reason.

E. M. B. A. holds annual meeting. Now has 1106 members. 212 suggestions accepted during 1920. Patsy Sansone, Floor Covering, leads with 17 accepted.

George M. Graves leaves Bird & Son after 30 years' service, to enter paper stock business for himself.

Ad in the main mill notes: "To Let—For coasting parties, toboggan with experienced driver. Gentle, sound and kind. Stand without hitching. R. L. Tupper, FX1."

Potter—Johnson

A REAL "Bird & Son" ceremony took place Christmas Day, when Elsie Potter, secretary to Mr. Lines at the Norwood Floor Covering plant, and Herbert G. Johnson, assistant to R. C. Floyd, were married at Hyde Park.

Mrs. Johnson is the daughter of Mr. and Mrs. Charles F. Potter of Hyde Park. She is a graduate of Simmons College, and has been with Bird & Son since April, 1924.

Mr. Johnson is the son of Mr. and Mrs. A. F. Johnson of Amherst, Mass. He is a graduate of Amherst College, class of 1916 and has been a fellow worker here since 1922.

Mr. and Mrs. Johnson will reside in Boston where they will be at home to friends after February 1.

New Policy to Put Accident Prevention Up to Everybody

PERHAPS you are among the many who have been asking "how about safety?" There's been quite a little doing since the last time we printed the "Safety League" standing.

The Central Safety Committee considered at some length the problem of reducing accidents in the mills. While we had only one really serious accident during 1925, the total number was above that for 1924.

Interest in the Safety League had dropped almost to nothing. It had been in use for three years or so, and was beginning to be an old story. Several other plans were considered to take its place, but there seemed to remain a doubt as to whether they would do the work.

The contest idea has therefore been pushed aside for a while, to make way for a serious, concerted effort to find out the cause of our accidents and to reduce their number as far as possible. Responsibility is being placed both upon those in charge and upon the worker. But there will be no passing the buck. Foreman and worker alike are responsible and may be asked for full information as to how and why an accident happened and how it can be prevented in the future.

There were over 130 lost-time accidents during 1925, or an average of more than eleven a month. The highest month was March, with 19 lost-timers, and the lowest December, with only 6.

We will continue to publish each month an account of accidents and how they happen, and, in order that the various mills may know their progress as compared to others, we will run the same "standing" as was done for the safety league. But this will not be considered as a competition.

The campaign against accidents is going to be personal. Accidents are going to be considered as a form of waste. Fellow-workers have always responded heartily when their co-operation has been asked in reducing waste. We now ask the same fine co-operation in forwarding the cause of safe working.

What's the Answer?

WHEN do accidents occur more frequently, in winter or summer? Spring or fall? At the Bird & Son mills there doesn't seem to be any answer, except that alibis of it being "so hot" or "so cold" or so something or other don't hold water.

Here's how the lost time accidents came in 1925: January, 12; February, 12; March, 19; April, 12; May, 11; June, 9; July, 18; August, 10; September, 18; October, 9; November, 9; December, 6.

What's the answer?

STOP ACCIDENTS

They are
unnecessary
wasteful
costly



National Safety Council Chicago, U. S. A.

December Accidents

Dept.	No. of Emp.	Accidents	Days Lost	Per Cent
FX1X2	282	0	0	1.000
DP	190	0	0	1.000
FF	273	1	3	.983
EM and ER	154	1	3	.970
FB	230	2	21	.925
DM, DF, DV	231	2	22	.923

Learn to Swim

CAN your boy or girl swim? Are you in constant fear when the children go skating in winter and rowing in summer that something may happen to them? Every boy and girl should know how to swim. To know how may some day save their lives or the lives of others, and will at the same time give them healthy bodies and loads of sport.

The Norwood Civic Association is re-opening its 60-foot swimming pool, and regular classes for children and grown-ups are to be held.

Individual instruction is as follows: Adults, \$10; children, 7 to 16 years, \$7.50. The course includes two strokes thoroughly mastered, one dive, a thorough knowledge of how to take care of oneself in the water.

H. M. Adams has been appointed as director of swimming in charge of the pool. He can be reached at the Civic at any time during the day.

The NEPONSET REVIEW

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No. 2.

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R. I.; Chicago, Ill.; Hamilton, Ont.; Pont Rouge, Que., Can.
SALES OFFICES: East Walpole; New York; Chicago;
Hamilton, Ont.; Philadelphia; San Francisco; Atlanta;
Paris.

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(Appointed Jan. 1, 1926)

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M. B. Lee

J. J. Burke

J. H. Maguire

R. E. Koebe

Maude E. Kaler Maintenance

J. A. Sheehan
John MaitlandW. O. Koehler
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Ella M. Dalton
R. S. Abbott
A. V. Wilson
Helen Lovering

F. J. Spang

The Neponset Review will gladly publish communications,
suggestions, photographs, or articles of interest to its readers.
Address all correspondence to the Editor, Neponset Review.
East Walpole, Mass.

The New Staff

THE Review announces with pleasure at this time the appointment of an enlarged staff of correspondents. These fellow-workers were chosen after conference with heads of departments, and the final appointments made through these heads.

These people will need your help. But don't wait for them to ask for it each month. Dig out some pictures and bring them in. Keep your department representative informed of all that is going on. Your assistance will determine whether or not your department is fully represented in each month's issue. Provision has been made for 16 full pages of employee material in every Review from now on, which means that you can have practically as much news as you desire.

This new staff is an addition to the Review family that has grown and changed for thirteen years, while the paper itself has grown and changed, we hope, for the better during that time. 1926 should bring many good things—and with your help it will do so.

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The Secret of Success

THE following selection appeared in a recent issue of the Strathmorean, house organ of the Strathmore Paper Co., having been submitted to that publication by the president of the concern. It was in turn sent to the Review by one of our people. We print it without further comment.

The Secret of success is not a secret. Nor is it something new. Nor is it something hard to secure.

To become more successful, become more efficient. Do the little things better. So work that you will require less supervision. The least supervision is needed by the person who makes the fewest mistakes.

Do what you can do and what you should do for the institution for which you are working, and do it in the right way, and the size of your income will take care of itself.

Let your aim ever be to better the work you are doing. But remember always that you cannot better the work you are doing without bettering yourself.

The thoughts that you think, the words that you speak, and the deeds you perform are making you either better or worse. Realize with Henley that you are the master of your fate and the captain of your soul. You can be what you will to be.

Forget yourself in rendering service to others. If an employee, strive to make yourself of greater value to your employer. Look upon yourself as a manufacturer. Think of yourself as being in business for yourself. Regard yourself as a maker and seller of service, and ever bend your thought and your energies toward the improvement of your product.

The wise manufacturer never injures his machinery willfully. Your body, your mind, your soul serve as your plant. Eat and drink only that which will nourish your body, entertain only those thoughts that will enrich your mind, and if you feed your body with the best physical food and your mind with the best mental food, you will build up a Service Factory that will find its products in constant demand.

The world is hungry for Quality Service. It wants to pay for it. It is paying for all it can get. The market is not crowded. There is a chance for you right now. There is a chance for you right where you are. The time to start is NOW. Your reward will take care of itself."

Thomas Dreier.

Library

A NUMBER of business and scientific books on subjects we are investigating have been purchased during the year. The selection has been determined by the demand of the hour rather than from among the various good new publications which we have noticed from time to time, yet which have no immediate interest for us.

The list below will doubtless interest others than those who have already made a study of them.

The Way Out	Filene
The Foreman and His Job	Allen
Man Power in Industry	Cowdrick
Practical Foremanship	Gardner
Industrial Pensions in the United States—National Industrial Conference Board Report	Old Age Pensions—Massachusetts Commission on Pensions.
Management Handbook—Power Plant Engineering—Questions and Answers	Alford
Oxy-Acetylene Welding and Cutting	Willis
Chemical Coloring of Metals	Field and Bonney
Bituminous Substances	Spielmann
Colloid Symposium Monograph	Holmes
Practical Studies for Paper Manufacturers	Leicester
An Elementary Introduction to Paper-Making	Heckford
Manufacture of Pulp and Paper—Vol. V.	
Exports, Credits and Collections	Poole
The Self Starter	Lyons
Packing for Foreign Markets	
Bureau of Foreign and Domestic Commerce	
Financial Handbook	Montgomery
Office Management	Leffingwell

The Bird Donations

From the Norwood Messenger

THE greatest donations that Charles Sumner Bird has given to Norwood are his factories, that give employment to thousands of people and increase in size every year. A community is largely dependent on its industries, for by these is the town largely supported.

His greatest donation, however, will not be the one longest remembered. Perhaps no donation will serve a better purpose, and at the same time stand as a monument to the donor, than his gift of land for playground purposes.

A large tract of land, about six acres in all, has been finally accepted by the town of Norwood as "Charles W. Eliot Park." This, in a district already crowded, and bound to be more so, will serve in greater and greater measure as a breathing space for many of Norwood's future citizens and leaders.

The old poem aptly illustrates the idea best. You remember:

"Lives of great men all remind us we can make our lives sublime,

And, departing, leave behind us footprints on the sands of time."

Charles Sumner Bird has chosen a very fine manner of leaving his footprints on the sands of time. As Thomas McDonough, another great poet, said: "No greater monument I ask, than my name in the heart of a child."



The PB Bird

This PB bird looks quite absurd
As aN 'ASH can he steers,
But he's not so dumb, and makes things hum
Like all good engineers.

Why! The FB mill is talking still
About No. 5 Machine
He fixed one day, while feeling gay,—
Its' like was never seen.

It's full of wheels and howls and squeals,
And funny thingumbobs,
And a blast of air runs through your hair,
And moans and groans and sobs.

It has a few cat's whiskers, too,
And aerials up on high,
A loud speaker now, and he'll make his bow
At station E-L-I.

Jerry the Office Cat.

30

The best angle from which to approach any problem is the try-angle.

Consider the fish; he never gets caught so long as he keeps his mouth shut.

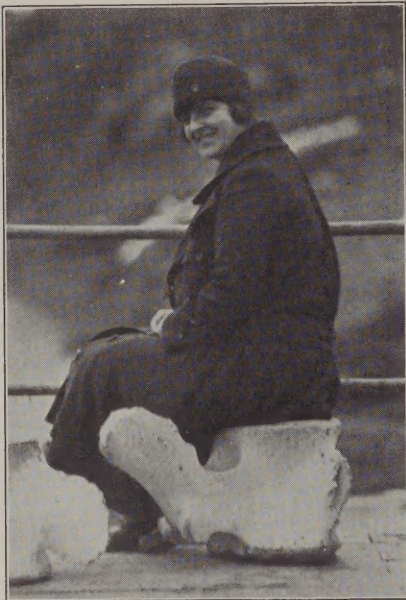
Those men who try to do something and fail are infinitely better than those who try to do nothing and beautifully succeed.

Notes From Plants and Offices

Paper Mills East Walpole

A fire of unknown origin broke out about four o'clock on the morning of the 19th in SR2, raw stock storage shed. Fred Duncan discovered the blaze and turned in the mill alarm immediately, which was followed later by two alarms on the town whistle.

The Bird & Son Fire Brigade and the East Walpole Department soon had the blaze under control, after which it became a matter of steady flooding of the smouldering papers and a clearing out of the stock, which was run through one of the beaters to make sure that sparks were out.



Margaret R. Leavitt, nurse at the Main Mill, supported by a commodious section of a whale's vertebrae

The blaze was confined entirely to the shed, with no loss except that of the stock and a charring of the timbers in the roof. Quick action on Duncan's part and a quick response from both the mill and town firemen were responsible for holding the fire within bounds.

Charlie Knaus is accepting the congratulations of his fellow workers on the arrival of a baby girl at his house.

DMC and DMH hit 100 per cent in the EMBA during the month.

Alphonso Julious, who has been laid up with an injured ankle, is expected back shortly.

"Big Charlie" Mihis is missed a whole lot, and we hope to see him back on the job soon.

Arthur Smith recently received the following note:

"Received the best wishes and happiness of New Year from your friend Angelo Larusso. I am Mr. John Buonpane, his cousin. Do you remember me? I guess you do."

To which Arthur wishes to reply:

"Yes, I do, Angelo, and wish you a happy and prosperous New Year."

The hood over the No. 5 machine has been covered with galvanized iron and makes a mighty good appearance.

Remember that every week is Safety Week on the machines.

Two of our machine men did police duty at the Rainbow Gardens New Year's Eve.

Mr. and Mrs. Spencer B. Montgomery announce the arrival of a daughter, Jane, weighing nine pounds, four ounces, January 22.

Dan Jones has moved from East Walpole to Cottage street, Norwood.

James Geary of No. 5 machine and Walter Durette of EM are talking of learning the Charleston, but Durette prefers the "duck waddle."

James Quinlin is a strong advocate of sound deadening felt and cannot see why there is not more of it used.

We read about Mellie Dunham coming into fame, playing old-time dances on the violin. What about our own old timer, Arthur Tillston?

Since the last issue of the *Review*, DMT has suffered the loss of the chief engineer of the Shore Line, Jim Curran. Jim has taken a responsible government position in Boston, and while we hated to see him leave the happy family, we wish him all the luck in the world on his new job.

Clarence Mattson now drives the "iron horse" and plays the role of "Casey Jones" in Jim's place.

When the first real snow storm of the year showed up, Pete Foley, former section boss of the Irish National R. R., Shamrock Div., got his flock of snow birds right after the Shore Line and cleared the tracks from one Box Shop to the other. All departments were thus kept supplied with their needs.

Here's the first winter fishing story. On three trips, Gray reports catches of 50, 17 and 30 respectively. Who can beat that record, or who has a better story?

John Waltonen, DVX, is the proud father of a baby girl, born January 14.

Kenneth Towle and Rufus Legge are fast becoming known as the "Corrugated Twins," with apologies to the "Neponset Twins" at the Building and Roofing plant.

Ralph Farris joined the Fire Brigade just about in time to get some real action.

We extend our sympathies to George Towle, whose sister died the last of December.

Della McDonald, DF, and Frank M. Townsend were married December 19 at Walpole, Mass. The honeymoon was spent in New York, Washington and at Mr. Townsend's home in North Carolina.

Mr. and Mrs. Townsend wish to thank the employees at the Finishing Mill for the beautiful tea set given them as a wedding gift.

DF is enjoying a new messenger service for DMT reports. This shows that J. Kivlin has the "same old spirit."

Box Shops

FX1 is organizing a hockey team. Many former Norwood High School stars are in the lineup. "One-Eye" Connolly, the famous gate-crasher and a veteran of last year's championship team is captain and playing manager. He reports after the first practice that his team is as good as ever. Louis Ciaco, one of the heaviest men on the team, looks like a second Doc Stewart in the goal. He is shifty on his feet and it is only on rare occasions that the puck gets by his size fourteens. We would like to hear from other departments and prove our ability to the mill.

Betty Coniela sure can step the Charleston. She copped the first prize at Millis on January 2, and later in the month at a competition in Dean Hall, Norwood, carried off top honors again. Martin Keady was her dancing partner on both occasions.

Bill Kock, who has been out ill for several weeks, paid us a visit during the month. He looks in the pink of condition.

Mary Kureis has at last succumbed to the lure of bobbed hair, which makes the No. 1 Box Shop "100 per cent."

Anyone wanting a kitten should apply to Alice Connolly, who reports that her cat is now burdened with care of nine.

A baby girl was born to Mr. and Mrs. John Clancy at 11.40 p. m., December 31. Pretty near a New Year's baby.

Fannie Murphy and her gang of flower-pot assembling speed artists have transferred from FXE to FXB.

Some of us are now hearing from our old friend Bart Fitzgerald, who is taking life easy in Dear Ould Ireland.

We are glad to see Bartley Curran back in FXR again.

Freddy Gifford, FXK, has been transferred to FXR as assistant to James Dine.

Bob Woodburn, FXG, is making a four weeks' visit to Bonnie Scotland.

We are glad to welcome Arthur Colburn, who is with us again. Anyone thinking of going to Florida, see Arthur first.

Willie Downing has a new radio, which, he claims, can pick up China.

A party in honor of Harry LeClaire's fifty-ninth birthday was held at his home in Norwood recently.

Peter Flaherty, FXC, wishes to thank his fellow workers for the beautiful wedding gift they sent.

Maintenance

There was a fire during the month at the Main Mill. About four o'clock in the morning the mill whistle was tied down and shrieked madly for twenty minutes, aided and abetted by two alarms on the town whistle. Bells clanged, people shouted, everybody in town awoke.

Did we say everybody? Nay, not so. A certain gentleman in this department who lives, if you please, scarcely more than a stone's throw from the chimney, SLEPT through that unholy racket and when asked the next morning why he didn't show up at the fire replied, "What fire?"

What shall we do with him?

Nelson Bartlett, EF, has returned from his vacation in Florida, and says that if you want to buy Florida land, now's the time to do it, as it isn't going much higher.

William Sullivan, EMY, is now passing the cigars as the proud father of a baby boy.

We are glad to see Martin O'Donnell back at work after an extended illness.

The radio bug is rampant in EM, with Henry Olson, Jesse King, Charlie Rafuse and George Murray getting new sets.

The foremen from EM held their annual banquet at the United States Hotel the night of the 20, following the dinner with a theatre party.

George Wallace is becoming prosperous, and has bought a new sedan—Genus Detroitus.

We are glad to welcome Eugene R. Dennett as the new foreman in the machine shop.

Kenneth Rouillard's house is progressing nicely.

Maurice Tarr and family moved recently into the house formerly occupied by William Thompson on Pleasant street, East Walpole.

Warren S. Kumblad of Brockton, a student at Northeastern University, has joined the Laboratory ranks, working on a part time basis.

Phillipsdale

Miss Maguire, our stenographer for some seven or eight years, has left us to go to Chicago. Manuel, our office boy, says, "Nobody goes that far away from home unless they are going to get married." We wish her the best of luck anyway.

Johnnie Nolan is going around with his chest stuck out more than usual, for his storeroom has at last been painted. Looks like a new place now.

The Oriental Band of Providence, under the leadership of our Frank Reed and which includes Rex Salisbury, received over seven hundred cards and letters in response to their concert, broadcast from their station WEAN January 6. This was said to have been the best response received by anyone at that station during the last year or so. They were also on the air during the week of the Providence Radio Show.

Joe Farrell is looking for some good coal that he can buy cheap. His million dollar oil burner burnt out on him in the middle of the last cold spell and he had to come to work to keep warm.

Our office lately acquired new lighting equipment which looks pretty classy. Now the office force wants it to get dark early (so as to use the lights).

John Castro was washing the windows in DPC a week or so ago in a manner that led John Barquist to say that he was willing to wager that his pet monkey could do the job better.



A crew from Hamilton "at Niagara Falls." Left to right: B. Page, A. Collins, A. Ralph, H. Allen

Charlie Riley stated that he would take him up on it and so we are all waiting for the contest.

Trixie Billings, who is bowling in town with one of the big leagues, has been looking worried of late for some reason or other. He cannot seem to make 290 quite as often as he would like. Well—age will tell.

We welcome Hope P. Rupert who has come to us as our new stenographer. We hope she will find her work enjoyable.

Rex Salisbury has a brand new pair of tortoise-shell college-boy "specs." Guess he hurt his eyes while watching the machine on some of those fast runs.

A Sunday paper of recent date showed a picture of a farmer making hay at the same time that a crop of ice was being harvested from a pond alongside. Whoever that was has nothing on us. While they were cutting ice on Omega Pond several of our men were making "hay" up in the machine room. Ask Bill Livingston about it.

Steve Baron, one of our beatermen, has received a court judgment of \$1500 for loss sustained when an automobile hit and killed his horse 4 years ago. Know where we can get a second-hand hoss able to get out on the road?

Roofing Mills Norwood

The annual get-together of the Building and Roofing foremen was perpetrated Saturday evening, January 16. A bus got under way from East Walpole square about 5 p. m., and made the journey to Boston without casualties.

The company bugler blew "come and get it" shortly after six, at a private dining room in the United States Hotel. Followed plenty to eat, interspersed with poetry by Watson and music by Kimball. The latter's portrayal of the one-armed harmonica player was indeed touching.

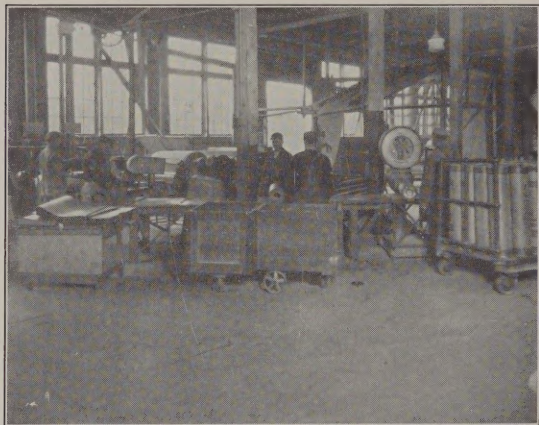
After dinner those present lighted their smokes and lent ear to the story-telling talents of each other, which were ably brought forth by Eli Chamberlain, presiding at one end of the table in a multi-colored hat about a foot and half tall.

Just before eight o'clock a departure was made for the theatre. Somehow or other, along about this time, Harry Dresser's overcoat wandered off some place for a rest. After diligent search it was found that the overcoat had started on ahead, for, having been with Harry so long it naturally supposed that its owner would expect it to do so.

Following the show, the bus rolled up again and all piled in for the return trip. There's only one trouble with this good time, and that is that it comes but once a year.

A whistling contest is under way at FB. Andie Manimon rendered "Marching Through Georgia," and Ernest Stather, "The Sidewalks of New York."

Billy Sebel is the champion fisherman at FB. He can catch fish so small that they can be put in a pint bottle and pickerel so large that they fill a dinner box.



Production end of roll roofing machine at Norwood

Doc Watson is getting to be an expert in cooking beans, and is giving the office force lessons. Doc says it costs less and you get better beans.

Our first run of Arteblende shingles has been completed. Doc Watson's two gangs of sorters developed a spirited contest and as a result got some great practice in shuffling the cards.

Alden Boothby's new house on Lewis avenue, Walpole, is rapidly nearing completion. This district is a new development and is very nicely located. We hope Alden will thoroughly enjoy his new home and we send him the best of good wishes.

FB started the manufacture of Hexagonal shingles on Monday, January 18. The new die was received here on Saturday morning, and every effort was made to have things ready for running on Monday.

Please, kind friends, do not ask Paul Sansone to help you move any stoves. The last friend he helped got him into a peck of trouble. The blessed thing slipped and Paul bumped his face splish up against it. Result, three broken teeth.

We were exceeding glad to see Fred Fuller back in FBM, with his smiling face. Fred has received a bill of good health after quite a long illness and we all extend our congratulations.

Jack White is still radio fanning and is keeping pretty late hours. Someone went by his house at nine o'clock the other night and his lights were still burning.

Ray Call has been making great improvements up around his diggings. Why not stop in to see him. See the improvements, hear the radio, inspect the cellar, etc.

Hamilton

It may seem out of season for 1925 news, but December was the month when the Hamilton office was "doing things" which happened too late for the Holiday number.

First was the Salesmen's Annual Meet-Up, held on December 21 and 22; some of the Nova Scotia men getting in on the 20th. A couple of new men on the force were given this opportunity of getting acquainted with the rest of the "Firing Squad." Views and sales experiences were exchanged and a lot of helpful information given in regard to several improvements in our products and additions to the Bird line made possible by the consolidation with The Ruberoid Company.

George Grant of J. J. Grant, New Glasgow, a live Bird dealer in the Maritimes, attended the Meet-Up with Sandy Staples and in a letter received recently he voted it as being one of the best he had ever attended.

On the evening of the 22nd Bird & Son, Ltd. Employees' Association, held their Kiddies' Xmas Party. The attached clipping taken from the Hamilton Spectator, December 23 issue, is a good description of it, and it has been decided that this shall be an annual event.

BIRD & SON

Employees' Association Gave Christmas Tree for Children

More than 80 little children were made happy yesterday evening when the Employees' Association of Bird & Son, Limited, held a Christmas party for their benefit. It was a real old-time affair. There was an open fireplace specially constructed for the occasion and through it, via the chimney, Santa Claus made his appearance, to the great delight of the little tots. Santa distributed presents, packages of candy, nuts, oranges, etc. Then there were such pleasing features as nursery games, cracker pulls, games for the older boys and girls, and an entertainment.

One very amusing part of the program was a mounted pillow fight. At the close of the evening, a hearty vote of thanks was tendered by the employees to the company for the liberality shown, and to the committee in charge of the party."

We were glad to have a visit from Mr. A. S. Downey, East Walpole Office, during the month.

We were sorry to accept the resignations of Bert Thompson and Herb Main. However, we all wish them the best of luck in their new line of business. Bert, we understand, will still be indirectly in touch with us at North Bay.

Honor Roll

W. Jackson, December, 1918. Pont Rouge.

Windi-Citi-Grams Sales-O-Grams

Elmer Jansen, who has served as machine tender on our No. 1 machine for the past few years, has been transferred to the Sales Department to take over George McNay's work in the city with Jesse Tuscher.

George McNay, who was a former superintendent at our plant and who has been in city territory for the past year and more, took over J. H. Hennessey's territory in Northern Indiana, starting the first of the year.

Ransom Little, who worked with "Doc" Hill in Southern Illinois territory, has taken over Jack Walton's Kentucky and Tennessee territories. Jack Walton has entered the trucking business in St. Louis.

"Ab" Dobbins has had the seven southwestern counties of Michigan added to what he has been covering.

W. C. Schultz is to take over all of Wisconsin with the exception of "Joe" Miller's and W. A. MacDonald's counties.

E. A. Tuscher has set a higher budget than ever for his Built-Up Department and has already bragged that he'll beat it. On past performances he can't get a bet from yours truly.

Office-O-Grams

Harold Altman of our Accounting Department is the drummer-man in that noisy, jazzy, razzzy, bunch of low note artists, the "Hottentots." This bunch may be frequently heard over the WBCN radio station here in Chicago.

Charlie McEachren now has a quiet, warm office all his own.

"Jim" Bartlett and Ben Roberts apparently get a big kick out of giving Howard Hanna and Bob Thurston a daily trimming in bridge. The way "Jim" can remember cards is what you often hear about but seldom see.

Mill-O-Grams

The Mill Bowling Team has won eight of its eighteen games so far and expect to boost this average considerably before long. Incidentally they have found that to spot the office team 110 pins a game is downright foolishness.

John Sayles of our Shipping Department has been transferred to Tom Durkin's position as stock and planning clerk under Harry Brandau.

Erich Goch, who has carried on as night foreman, has been transferred to our Laboratory.

Harry Morman has both machines in first class mechanical shape for the New Year.

"Bob" Thurston now snaps his cigarette ashes out of the window of a new Chevrolet Coupe.

If Ben Roberts doesn't build the first twelve tube radio set, who will?

John Matchahas added the dog-raising business to his activities. All pedigreed stock, so John says.

Not a freeze up of any kind occurred during the intense cold spell back in December, which speaks well for our piping crew.

Floor Covering Plant Norwood

Our friend, John Macchi of FFM, when not playing checker in the Brigade Room during his noon hour, maybe found out in the woods back of the mill shooting rabbits.

We were shocked to hear of the death of John G. Sword, Saturday morning, January 9, 1926. Mr. Sword was born in Scotland in 1888, and came to this country in 1897. He first came to Bird & Son in 1905, left after a few years, and then returned in 1919, remaining until his death. John was known to his friends as "Pete"—an honest, capable shopmate, a good fellow and a "square shooter."

Bird & Son was represented at the funeral, held from his home in Walpole, by Frank Sutherland and Herbert Jepson. The American Legion of Walpole paid their respects to their departed comrade, who had an enviable war record.

Wilma Reardon, formerly of the stenographic department, is taking Miss Potter's place in FF office.

Leo Bernier was recently installed as Commander of the American Legion Post in Norwood.

We are glad to see Frank Carchedi back on the job.

Patsy Sansone was out sick for a week recently, but is now back, and going strong; feeling better also, now that he has his \$50 suggestion money.

The print machine and waxer and varnishing machines have been speeded up and we now move in high gear all the time.

Steve Supont is on the war path for the bird who took his gasoline torch.

FFC, working on a new schedule with new equipment, went through the first week with a record of 96 per cent, and the following week hit 98 per cent. Full speed ahead, boys, let's hit that 100 per cent.

John Eppich now knows something about the dire consequences that ensue when an irresistible force strikes an immovable object, or in other words, when a taxicab collides with a Ford. John says the last he saw of his fender, it was being carried away on the taxi.

After numberless bulletins had passed back and forth between the central and branch offices of the *Review* news-gathering agency, we now announce the following complete report of the arrival of another young lady in the already growing list of girls at FF.

The young lady's name is Louis Colburn Latham, born at the Norwood Hospital, January 12, eight pounds, two ounces. Mother and daughter both doing well.

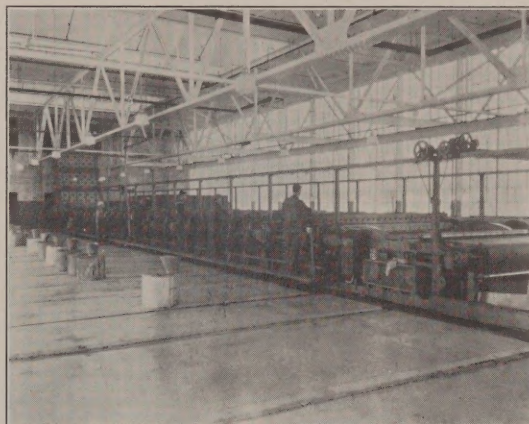
A new time clock has been installed in FFV. This is a very convenient installation and is welcomed by the entire department.

The new storehouse, SF17, is nearing completion, and seems to be the best yet in the rug storehouse line at FF. John Corcoran's storage crew are keeping up the fine interior appearance of the storehouses, by the neat and even storage of rugs.

Shipping, after the tedious job of inventory taking, was quite brisk. The FFV boys gave their usual prompt service. They had an especially good day, January 6, shipping out nine carloads of Floor Covering, Rugs and Rug Border.

FFV extends the glad hand of welcome to Mr. Turkington, who comes in from Ohio to CF.

We also wish Mr. Sampson, who spent his "rookie" days at FF, the best of luck in his venture as a Neponset Felt Base salesman.



"Number Four" Floor Covering machine in action

Chicago Floor Covering

R. S. Reid, formerly Southern District Manager in the Western Division, has at his request been transferred to the Eastern Division. He will serve in the capacity of district manager of the Central district. Mr. Reid's recent misfortune in losing his only child prompted his desire to locate in his former home in the East. Anyone who has ever known Mr. Reid recognizes his unusual ability as a salesman. His loss will be keenly felt in the Western Division. He has the best wishes of every one for success in his new connection with the Eastern Division.

R. W. Duvall, formerly of the Inside Sales and Sales Service departments, and more recently territorial salesman in St. Louis, has been appointed to fill Mr. Reid's former position as Southern district manager. He also has our congratulations and best wishes.

W. R. MacChesney and A. W. Coey are the latest additions to our selling force. Mr. MacChesney will operate in St. Louis and surrounding territory and Mr. Coey will center his activities in the Dakotas.

Miss Rooney, due to ill health, has found it necessary to give up her position as secretary to Mr. Westcott. Miss Moe has taken Miss Rooney's position and Miss Whalen is now filling Miss Moe's position as assistant to Mr. Hindmarsh. Miss Toomey has been added to our stenographic force filling Miss Whalen's former position.



A mere six years has passed since this picture of the Chicago office girls was taken. How many can you pick out?



Mary Lou and Jack Wellington Kent of Chicago

T. J. Howells, who for some time has been working on floor covering traffic at the 76th St. Roofing Mill, has been transferred to the floor covering office downtown and will conduct his traffic operations there in the future.

The Western Division Floor Covering Meet-Up was held in Chicago at the Sherman Hotel December 16, 17 and 18. This is the first time that the meet-up has been held in Chicago, as in previous years it was held together with the Eastern Division at the mill. Everyone seemed to enjoy the meet-up thoroughly. Without doubt, it was very beneficial.

Messrs. Sawyer, Alexander, Alcott and Maguire made the trip from East Walpole to attend the meet-up.

The general sessions were followed by individual conferences with the heads of the various departments which enabled each man to express himself fully and frankly.

A dinner dance was held in the new Bal Tabarin Room of the Sherman Hotel Thursday evening, the 17th, which was followed by a theatre party at Woods Theatre, where "Kid Boots" was thoroughly enjoyed by all.

Messrs. Coey, Hagenbuckle and McEndy made a trip to the mill after the meet-up. As far as we know no train connections were missed. They should be congratulated.

The photograph in a recent *Review* of Mat Kuhl's children was too much for Kent. He submits the snapshot shown below and, of course, claims his youngsters to be the best in the world. Fathers are all alike. We agree they are mighty attractive looking children.

Main Offices

A new Eastern Sales Manager has arrived at the home of W. B. Rogers. He weighs nine pounds in his 1926 model. Our best wish to him is that he takes after his daddy.

Charles W. Alexander, head of the Sales Service Department, has left us to take up the task of putting Comfort Shoes on the feet of the nation. If Mr. Alexander duplicates his record with us, he will have us all wearing his shoes. He leaves a host of friends here, and each one wishes him the best of luck.

Ellen O'Malley has left us to take a position in Norwood. We shall miss seeing her in CF.

Frank Vietz, AS, is with us once more after being out sick since last September. Glad to see you back, Frank.

O. C. Turkington is now in charge of the Floor Covering correspondents, coming in from the wide open spaces where he was selling "plenty Neponset."

C. E. Bengston has left to take a position with the Aetna Life Insurance Insurance Co., in Hartford.

The Bird & Son girls' bowling team is at the head of the Girls' Industrial League. Gladys Duncan and Anna Kelliher are the highest single string bowlers.

Dick Winn is the latest graduate from the "mill school" to the staff of correspondents in CF.

Full particulars in next month's *Review*, but in the meantime, Ida Maude Connors is to be married to Harold Dixon on February 1.

William Maxwell of AS told the following story one day—"Some hunters were out hunting and didn't see anything, so thought they would do some trapping in an original way. They built a fire in the snow. The rabbits came up to get warm. The fire melted the snow and ice and after the fire went out the rabbits were frozen in and the hunters came back and caught them."

And Miss Nichols believed it!

Alan J. Potter has joined CE as a sales correspondent.

C. D. Hurtt has joined CE as Southern correspondent.

We wish to express to Bessie Hubbard, CE, our deepest sympathy on the death of her brother, Dr. Halbert Hubbard.

Katherine Triano, VN, has transferred to the files. She also sports a nice looking diamond.

Josephine Driscoll, VN, is also among those exhibiting sparklers.

A shower was given to Maude Connors during the month at the home of Beatrice Hammond.

J. N. Dunnell has a Chrysler Sedan.

Hobart has bought J. H. VanHoy's car—a Buick roadster.

Mrs. E. A. Taylor, who has charge of the files, has resigned.

30

The Six Horsemen

"Rub-a-dub-dub, three men in a tub,"

Is a story that's often been told;

But another as queer has come to my ear,—

Oh! List while the tale I unfold.

Out from the West, all dressed in their best,

And bound for the home of the bean,

Six knights of the grip were making a trip

To a mill they never had seen.

At Boston they landed and then they disbanded

To meet on the train the next day,

And full of delight they slept all the night,

For all were sure of the way.

By gosh! and by gad! they'd traveled, they had,

And they knew a thing or two;

But only R. Kent caught the train as it went,

The others caught only a view.

With a will there's a way, and minus delay,

A taxi to Morrill's they chartered,

And the seagoing hack with a groan and a crack

On its way quickly was started.

Then they rode and they rode and they rode and they rode,

And bime-by they rode some more,

And the sun in the sky was climbing quite high

As onward the taxi still tore.

At last with a doubt they questioned the route

And asked if Morrill's was near,

And the cab with a groan, and a shriek and a moan,

Stopped short with a grind of its gear.

The drive fell back on the floor of the hack,

And first they thought he was dead;

But finally he spoke and explained with a choke

That *Lawrence* he thought they had said.

Now any good lay has a moral, they say,

And the Morrills here are quite plain,—

Just remember this tip when you go on a trip,

The early bird catches the train.

Jerry, the Office Cat.

The above spasm is affectionately dedicated to the Six Horsemen from the great open spaces of the West, where men are men and women buy Neponset, namely Messrs. Kent, Bagley, Keeler, Williams, McChesney and Tegan.

Business Briefs

5. What Are Liabilities of a Corporation?

ALL corporations owe somebody money. All of the assets of a corporation are really held in trust for those who invest money or to whom money is owed. Therefore, the corporation is liable to the full extent of its assets to somebody.

The liabilities of a corporation may be current liabilities, i. e., debts that are due very soon. They may be funded liabilities, i. e., debts that are due over a long period, such as long term notes or bonds. Finally, the ownership of a corporation is expressed in the capital and surplus, which means that the corporation is liable to the extent of the capital and surplus to those who own this investment.

When merchandise is bought cash is rarely paid immediately because it takes a long time for goods to be delivered and it is the practice not to pay for things until they are received. Perhaps an average of a month is a fair length of time in which a corporation pays for the things it buys. A corporation may be liable for its taxes to the Government which may be paid over a year's time, and the amount which must be paid is considered a liability. There are other reserves for future payments which often appear in a statement of what a company owes.

The capital and surplus which is owed to the stockholders usually represents a liability for which the stockholder cannot demand payment. He may sell his holdings in the company so that the company owes some one else. The surplus of the company may be paid off in dividends, which means that cash assets leave the company's treasury, and therefore the liability of the company is reduced because the stockholders are repaid.

"The Day's Work Plus"

SINCE Mr. Wyman's message in the Holiday number of the *Review*, and the posting of cards saying that "Our slogan for 1926 is 'The Day's Work Plus'" there has been a good deal of speculation as to just what this phrase means.

There is no definite meaning. To every man "the day's work plus" may be a different idea.

Yet there were a hundred-odd men who, during 1925, had the same idea regarding the meaning of this slogan. They put a little more thought and time than was called for into their daily work.

These men were those who took advantage of the Suggestion Contest. Eight fellow-workers, winners in this contest for 1925, averaged over \$100 apiece as their reward for "overtime" ideas.

"The Day's Work Plus" will pay you in satisfaction, in pride in a well-done job, and frequently, as in the case already mentioned, in actual dollars and cents. It is an unailing prescription for personal dissatisfaction.



Floor Covering window display of George F. Mott, Riverside, California

Veterans' Service List

WE give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during January and February, together with the names of our veterans who complete over twenty years of service during these months:

		Yrs.
Carl V. Smith	Beaters	Jan. - 1, 1901 25
F. W. Welsh	Box Shops	Jan. 16, 1901 25
Joe Knaus	Beaters	Jan. 24, 1902 24
May Gardner	Paper Sales	Jan. 26, 1902 24
Wm. Boyden, Jr.	Paper Machines	Jan. 5, 1905 21
E. C. Alexander	Maintenance	Jan. 30, 1911 15
Karl Weber	Floor Cov. Sales	Jan. 2, 1916 10
James Marcus	Bldg and Rfg.	Jan. 5, 1916 10
George Towle	Shipping	Jan. 7, 1916 10
B. F. Cope and	Box Sales	Jan. 16, 1916 10
Charles A. Canty	Roofing Sales	Jan. 1, 1921 5
D. B. Kimball	Laboratory	Jan. 1, 1921 5
G. E. Pendergast	Roofing Sales	Jan. 5, 1921 5
Mary Keliher	Floor Cov. Sales	Jan. 31, 1921 5
Henry Hartig	Maintenance	Feb. 6, 1906 20
Alice Field	Roofing Sales	Feb. 27, 1911 15
Peter Neilson	Box Shops	Feb. 7, 1916 10
James Loughman	Bldg. and Rfg.	Feb. 10, 1916 10
John E. Curran	Paper Mills	Feb. 11, 1916 10
John Buonpane	Bldg. and Rfg.	Feb. 10, 1921 5
Patrick Maguire	Bldg. and Rfg.	Feb. 21, 1921 5
Justin Antonarticz	Box Shops	Feb. 23, 1921 5
Thomas A. Smith	Bldg. and Rfg.	Feb. 23, 1921 5
William Wosner	Floor Covering	Feb. 23, 1921 5

Visitors

AMONG the visitors to the plant during January were G. H. Locke and party from Milford, Mass., who visited both the Building and Roofing and Floor Covering mills.

Later in the month a most enthusiastic gathering of carpenters and contractors from Newton, Auburndale, Waltham, Watertown, Dorchester, and Belmont in the interests of Ferguson & Co. inc., our dealers in Auburndale, was held at the Bird Club Gym, after a trip through the Roofing Mill.

Other visitors during the month were: Mr. Demond of Drankling County Lumber Co., C. E. Dauphenett of Franklin, N. H., and Mr. Graves, Mr. Whalen and Mr. Lovell of Clinton, Mass.



The Bird & Son Basket Ball Team. Back row, left to right: Al Smith, business manager; Ed Campbell, r. b.; Tom Wright, l. f.; Sam Gladding, manager; Bob Garner, l. b. Front row, left to right: Ed Hiller, utility; Jim Hanley, utility; Maurice Tarr, c.; Steve Giandomenico, l. f.

BIRD & SON'S first basket ball team is making a name for itself in the initial season of this sport.

They have played seven games to date (January 23) and have won four of these. The season opened with the Keystone A. C., Keystone winning 38-25. The Walpole H. S. A. was Bird & Son's first victim, to the tune of 26-20. The Wellesley Town team came next and were soundly trounced, 40-14.

A return game with the Keystones resulted in a victory for Bird's, 52-31. A trip to Whitinsville proved disastrous and the Bird team lost 57-14. A return match with Wellesley Town proved close, Wellesley finally nosing out a win by one point, 23-22. St. John's P. Y. M. C. was defeated by Bird & Son five, 34-30, January 21, at the Walpole Town Hall.

Following is the schedule of games already on the card for February and March. Other games will be added, and announced on the bulletin boards: February 2, Milford Y. M. C. A. at Milford; February 4, Lincolns of Somerville at

Walpole; February 12, Lincolns at Somerville; February 16, St. Mary's Houghtons at Cambridge; February 18, Milford "Y" at Walpole; February 25, Keystones (rubber game) at Walpole; March 4, Whitinsville at Walpole.

Bowling Leagues

	Won	Lost	Per Cent
Berwick & Smith.....	28	12	.700
Bird & Son.....	29	15	.658
Hollingsworth & Vose.....	27	17	.613
Winslow.....	26	18	.590
Curity.....	24	20	.545
Plimpton.....	23	25	.479
Bird Machine.....	23	25	.479
Fleming.....	22	22	.500
American Glue.....	15	29	.340
Cushing.....	3	37	.075

Standing of Teams

	Won	Lost
No. 1 Box Shop.....	25	11
Floor Covering.....	19	17
No. 2 Box Shop.....	14	22
Building and Roofing.....	14	22

League High team 3-string total, No. 1 Box Shop, 1469.

League High team single, No. 1 Box Shop, 527.

Individual 3-string total, Flower, 332.

Individual single string, Flower, 136.



BIRD NEPONSET PRODUCTS

Box Division

Solid Fibre and Corrugated Paper Shipping Cases NEPONSET Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Black Tube Paper Torch Paper
Bird Wadding Gray Index Cardboard Jacquard Board
Felt Papers for Special Purposes

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Hexagonal Twins Lock-Butt Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating

BIRD & SON, inc.

Established 1795

EAST WALPOLE, MASS.





BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Philadelphia,
Atlanta, San Francisco, Minneapolis,
Columbus

Warehouses
New York, Chicago, Philadelphia, Detroit,
St. Paul, Atlanta, Dallas, St. Louis, Indianapolis,
Houston, San Francisco, Seattle, Los Angeles

Officers and Directors

President CHARLES S. BIRD

Vice-President, PHILIP R. ALLEN

Sec. and Treas., HERBERT H. MILLER

General Sales Mgr., PHILIP R. ALLEN
Asst. to Vice-Pres., RICHARD C. FLOYD

Roofing Sales Division
Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales Division
Manager, CHESTER H. ANDREWS
Special Paper Sales Division
Manager, ELMER H. BARTLETT

Western Roofing Division
Manager, FREDERICK H. HIRD
Assistant, WILLIAM W. WILSON
Superintendent Chicago Plant, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, DONALD A. CHASE

General Manufacturing Mgr., GEORGE R. WYMAN
Asst. Manufacturing Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELY L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS
Asst. Treasurer and Credits, DIMON E. MERRILL
Auditor, AXEL H. ANDERSON

BIRD AND SON SALES CORPORATION

(Floor Covering Sales)

Officers and Directors

President, PHILIP R. ALLEN

Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.

Sec. and Treas., HERBERT H. MILLER

Eastern Manager, WILLIAM B. ROGERS, JR.

Western Manager, RALPH W. WESTCOTT

Pacific Coast Manager, L. W. PROUTY

Makers of Quality Products Since 1795

The NEPONSET REVIEW

Building Products, Limited, Formed in Canada

Bird & Son and Ruberoid Co. Associate to Effect Economies
in Management; Country Coming into Own

EVEN before 1905, when our Roofing plant was started in Hamilton, Ontario, Bird & Son was firmly established in the roofing business in Canada. About 1908 in Pont Rouge, 25 miles from the city of Quebec, a mill was purchased on the Jacques Cartier River to supply felt for the Hamilton mill. With the establishment of these

familiar names, such as, Westinghouse, International Harvester, Goodyear, etc. Many of the large roofing companies in the United States have likewise established factories in Canada, among them being the Ruberoid Company, formerly the Standard Paint Company.

The Ruberoid Company, Ltd., operated a roof-



Highlands plant of the Ruberoid Company, Montreal

mills and the same policies that made Bird & Son outstanding in the roofing industry of the United States, our roofing and wall board business in Canada has slowly and steadily developed.

There has been no chance of big development in Canada owing to the limited population, approximately 8 million people, a population about equal to that of New York state.

Many other American manufacturers have established Canadian companies similar to ours. Indeed the leading concerns of any of the larger Canadian industrial cities are companies bearing

ing factory in Montreal containing a double width roofing machine and a saturating machine for making tarred felt. They also maintained a Wall Board Department. At Port Neuf, about 10 miles from Pont Rouge, they operated a felt mill which also produced considerable quantities of sheathing papers.

Both Bird & Son, Ltd. and Ruberoid, Ltd. have built up in the Canadian provinces an enviable reputation for quality. Geographically the distribution of their products was quite different in that the Ruberoid interests were cen-

tered in Quebec while Bird & Son's interests were centered in Ontario. To one not conversant with Canada it is amazing to learn the part that geography plays in the industrial side of Canadian interests. The population of Canada exists on a long narrow area 3,000 or 4,000 miles in length from the Maritime provinces to the Pacific coast. Probably 150 miles represent the average width of the area in which this population lives.

On account of the extent of the territory and the proportionately very small population, the volume of business has been limited. With seven roofing factories in Canada, it has not been possible to keep the plants running at all according to capacity and therefore the earning power of the plants has been materially reduced. It was on account of this that Bird & Son, Ltd. and the Ruberoid Company decided to merge the two interests, each continuing their respective selling organization, but through economy in overhead, management and through a big saving in freight (one plant being in Ontario and one in Quebec), it is hoped to make much larger returns on the investment. The papers have all passed and the new company is to be the "Building Products, Limited" with the two selling divisions known as the "Bird & Son Division" and the "Ruberoid Division"; the control of the new company still remains with the Ruberoid Company and Bird & Son, inc. The officers are:

P. R. Allen, President.

W. R. McNeil of Bird & Son, Ltd.

H. C. Bonney of the Ruberoid Co.

C. P. Cowan is head of manufacturing, both divisions.

Herbert Abraham of the Ruberoid Company is Chairman of the Board of Directors in this new Canadian organization.

Canada is slowly but inevitably coming into its own with its immense natural resources. Immigration from Europe is being fostered and it is interesting to note that by cooperation of the Canadian government and the steamship companies, English immigrants can come to Halifax for a total passage fare of \$15, and can reach the western provinces for under \$30. The Canadian provinces are most interesting because of the diversity of people and occupations. The Maritime provinces in the East, the rapidly increasing French population of Quebec, the industrial sections of southern Ontario, and the vast agricultural provinces of the West make up a country with really more diversified problems in many respects than we know in the United States. In spite of heavy taxation, high costs of living and production, the industries of Canada are coming along well and therefore there is every indication that a successful future awaits the new Company.

30-

A clean working place means better health, better morals, and greater production.

Bird Club Activities

ON January 22nd we held our third good fellowship meeting at the Club House. About 40 men were present.

An interesting film on rosin manufacture was shown by representatives of the Vera Chemical Co. of Stoneham.

Following this, Barclay Fernald, an instructor in physical culture, spoke on exercises and self-defense, particularly from the mental and psychological angle. The speaker gave us some interesting examples of his prowess in self-defense, and answered a barrage of questions, both pertinent and impertinent.

Refreshments as usual topped off a worthwhile get-together.

Amateur Night

A MATEUR NIGHT was held February 12 in Bird Hall. Some of the promised talent were indisposed, but the hall full of members and their guests much enjoyed the program given.

An overture and several other selections were played by an amateur orchestra composed of Carl Schaier, cornet; Herb Schaier, violin; Arnold Schaier, trombone; Carlos Millet, clarinet; Kirk Boyden, 'cello; Miss Beatrice Foster, piano.

Next came "Kamp Kapers" by the local Girl Scouts led by Miss Smith. Seated around the red glow of a camp fire, the girls sang songs and helped the audience to share the good time they were having. Special capers were, soft toe dancing by Miss Brady; a skit with Jeanette Brimmer acting as the lover and Marion Dresser as his lass. Miss Peterson was accompanist.

Ted Gibbs in pianologues showed a voice full, rich and pleasing.

The Duncan sisters put over their stuff as "The Duncan Sisters" always do. Both very easy on the eyes, they sang up-to-the-minute songs with charming grace.

"Wes" Beaulieu first gave the audience a lesson in buck and wing dancing showing how simple it is, and he then gave an exhibition of it that was truly a reversion of his professional days and proved how difficult it is.

The Duncan sisters sang another group of songs.

"Parky" Rogers and his orchestra played, "Parky" imitating Melly Dunham to perfection.

All the artists responded to hearty encores.

Then the hall was cleared for dancing until midnight.

Thus, month by month, the Club justifies its existence.

Radio yourself the good news that the next Bird Club Entertainment comes on Friday March 12.

H. E. R.

Contributors' Column

THE number of contributions sent in by *Review* readers is increasing, so that we are providing a special column for them. Send in yours. Original ideas wanted especially, but clipped material that strikes your fancy is acceptable.

Uncle Mose on Paper Making

By H. L. Badger

Some time ago, I obstructed you-all in de manufacture of Wood Pulp. At dis time I will attempt hereby to depart to you de regiments ob makin' paper frum dis here Wood Pulp. De' fustest thing am to put some "Spirits de Neponset" in de breaking engine. Den scatter promiscuous like, some ob de heretofore mentioned pulp in de water until de constituency ob de stuff somewhat dissembles waffle batter. Now is de time to beautify an' season de mess, useing 'a little ob dis color, an' a little ob dat for de affectation. Frum here de stuff am purveyed to chests an' to udder beaters where it am flavored to taste, an' den it goes thru de Jordan (it am to be particularly noted an' udderwise absorbed, dat dis Jordan am absolutely no relative to de famous ribber ob dat name) an' den de stage am all set for de transmogrification. For lo! it am whisked to de Paper Machine where after a serious ob shakins, squeezins, convolutions, stretchin's, dryin's, Mr. Camp's daily dozens, and udder tortures too renumerous to commention, it finally appears, 'bout a mile funder along de machine, as paper.

All copyrights to dis relucid disgust on Paper Makin' am obnoxiously preserved.

The Widows Lament

I

My Barney looked at his gage glass,
No water in it could he see.
He opened a valve to supply some—
Oh, bring back my Barney to me.

II

My Barney examined a gas tank,
It's volume of contents to see.
He lighted a match to assist him—
Oh, bring back my Barney to me.

III

My Barney was calking a steam line;
He would stop that darn leak or he'd see.
He neglected to turn off the pressure—
Oh, bring back my Barney to me.

By M. A. Baradine,
ERB

On Laughing

Care to our coffin adds a nail, no doubt,
While every grin so merry draws one out.
Opportunities for merriment, therefore, should be utilized.
In the words of Josh Billings, "Laugh every time you feel tickled, and laugh once in a while anyhow."

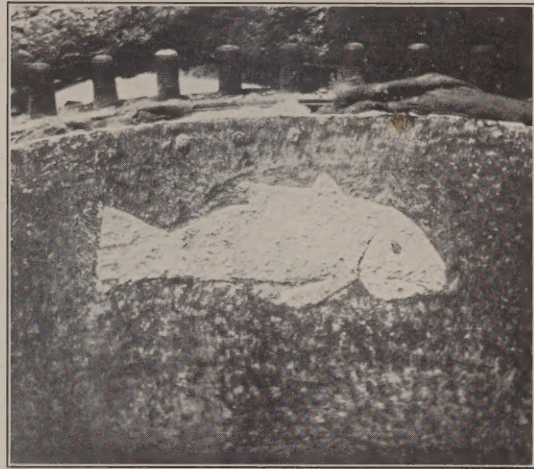
—H. A. D.

Power of the Little Things

He rang in a little sooner than his fellows in the shop; he remained a little longer when the whistle ordered stop." He worked a little harder and he talked a little less; he made every little movement his efficiency express. He saved a little money in a hundred little ways; he banked a little extra when he got a little raise. A little working model took his little leisure time; he wrought each little part of it with patience most sublime. . . . Now it's very little wonder that he murmurs with a smile, as he clips his little coupons: "Are the little things worth while?"

C. E. M.
—Selected by S. B. M.

Box Shop Becomes Centre of Dispute on Evolution Theory



DO you believe in Evolution?

Whether you do or not, you will probably be interested to hear that the New Box Shop at East Walpole has become the center of a controversy that has extended its influence to the laboratories of Harvard and M. I. T. Noted geologists, zoologists and a flock of other ologists have been making frequent trips down here to study the problem.

The picture shown above is that of a petrified fish that was discovered recently in the silicate tank. The first indication that a big story was in the making came on a quiet Saturday morning when the editor's reverie was broken by a frenzied telephone call from Russ Tupper asking him to grab his camera and come like time to take a picture of a fish.

There at the top of the tank, just as you see it in the picture, was a fish. Not a live fish, but one quite dead and hard as a rock. But, nevertheless, a fish. You don't have to take our word for it—there's the picture up there to prove it.

Since that memorable day, many theories have been advanced as to how the fish got there, how old he is, or was when he passed out, and what about it, anyway.

Theories, however, prove nothing. Time and space are short, so here's the real explanation. It seems that the silicate tanks, where the glue-like stuff that sticks the various layers of solid fibre-board together is prepared, become coated on the sides with a hard white substance. Every so often the tanks are drained and this stuff is chipped and drilled away, lest it clog things up.

And so it happened that Ike Dryden of the Philadelphia Quartz Co., who was working on this particular task, took a few minutes overtime one day and did a neat carving job, with the result pictured above.

Anyway, it was a good fish story.



Morey's Pond, near Plymouth, Mass., new site of Boy Scout Camp, available to Old Colony Council Troops

LOCAL Boy Scouts will have an opportunity for a better-than-ever summer camping season this year, owing to the acquisition of a 130-acre tract of land surrounding Morey's Pond, a beautiful lake not far from Plymouth, Mass., and within easy walking distance of the seashore.

The Morey's Pond site is high and dry and furnishes unlimited space for camp development. Except for a clearing at one end the land is practically untouched. Buildings are available for administration and assembly purposes.

The pond itself is located on an old town road about a mile from the State highway leading from Manomet to Sagamore. The old road leaves the highway 2 miles south of the old Manomet Camp.

The securing of this splendid site is due to Harrison H. Child of Medfield, recently elected president of the Old Colony Council. Mr. Child secured an option on the property and when he found that he could not raise the money in time to exercise the option, he borrowed the money, purchased the property and then endeavored by his own effort to raise the money. He had already raised almost one-half the purchase price

when he was taken ill.

The Council at once undertook the burden of raising the necessary balance. The local quotas for Walpole and Norwood are to be raised by the town Finance Committees, who have already started to collect for this worthy cause.

Every one who can should help. The Scouts prove their worth to the community day by day. The benefits to be derived from a period at such a camp as this cannot but help them to be even more worthy.

As a concrete example that Scout work is worth while, here is an excerpt from a recent report: "A census of the boys of Scout age in Lynn, Mass., showed forty-seven per cent in Scout ranks. Of the fifty-seven per cent not in Scouting there were one hundred and fifty-seven cases in the juvenile court last year. According to the records of the probation officer, carried back two and one-half years, not one Scout has been before the court. And the warden of the Elmira, New York, Reformatory states that of the last eighteen thousand boys admitted to his institution not one has been a Scout."

Suggestions

WE are settling down after the rush and flurry of the end of the year, although 1926 made a very good beginning with 68 new suggestions. With the five held over from 1925, this made 73 for consideration at the meeting on February 3, of which ten were accepted and 16 held for further investigation and consideration. Following is the list of those which were accepted:

Change bolts for stakes in trailers	Warren Dyer, FFV
Drip pan under sprinkler pump No. 27	A. J. Hill, FFN
Brass guides on body head box, DMPM3	Robert Hood, EMM
Track in FX2 basement passageway	Louis Maida, FXO
Handle to turn wheel at FXOM2	Louis Maida, FXO
Extra nut on latch, double doors, print ovens	Benjamin North, FFM
Painted spruce staging planks	E. C. Rafuse, SM
Method of caring for surplus paint	G. A. Rafuse, FBP
Change hose and valve for flushing paint pan	G. A. Rafuse, FBP
Transferring Wax from FB to DF	J. S. Walker, EMT

Five Dollar Check for Best

Item Sent in by Salesman

WE said last month that this page was going to be for salesmen only. Quite right. And some lucky salesman is going to be the winner of a nice crinkly check for five plunks within the next few weeks. The *Review* hereby offers that amount, no strings or quantity rebates attached, to the Bird salesman who sends in the best news items or picture, or both, during the time from the issue of the *Review* until March 24.

A story with a picture is the best bet. Something taken from your own experience or the experience of others. A helpful sales suggestion, or just something funny. Never mind how you write it. The *idea* is what will count. Originality is best.

The Advisory Board of the *Review* will be the judges. Send in your items and pictures before March 24. The best one gets five dollars. No other rules, nor regulations. Five minutes to send it in, and the fiver is within your grasp. Any items received after March 24 will not be considered for the prize, unless accompanied by a sworn statement that you didn't get the *Review* until the 20th, which shouldn't happen to anyone.

The Travelling Man

My Papa is a travelling man,
Some people call him "Drummer,"
He goes away in August and
Gets home again next summer.

I don't know Papa very well,
I wish I knew him better,
But every week I take my pen
And write a big long letter.

And Mama says some day he'll come-
I thought I should have fainted
And she will keep him in the house
Until we get acquainted.

Now ain't that funny don't you think?
It gives me lots of bother,
To think a great big girl like me
Don't really know her father.

I won't know hardly how to act,
Of course he'll have to "Miss" me,
But goodness gracious it won't do
To let a strange man kiss me.

And when he first comes in the house,
I won't know how to greet him;
I guess I'll call him "Mr. Pa"
And say I'm pleased to meet him.

O, pshaw! Its plaguey mean to have
One's papa for a drummer,
I wish he'd come in Autumn and
Stay Winter, Spring and Summer.

—Sent in from Canada



B. W. Davis, Seattle Floor Covering representative

THE picture this month is quite up-to-date. It shows B. W. Davis, our Floor Covering salesman in Seattle, Washington, perched on the back bumper of his car, looking about as wise as the owl in back of him.

Any others with spare-tire covers decorated like this? Send in a picture, with yourself included.

Road Dust

Mr. Rice has taken Mr. Waterman's place in Central Pennsylvania Building and Roofing Territory. M. F. Hewins is helping Mr. Traudt in handling New York City business. Hobart, who makes his headquarters in Tampa, reports very fair business. Tells us you have to be down there to appreciate what is going on. S. W. Roquee reports he is feeling better now. A recent attack of the flu kept him from work for a few days. We hope that Mrs. Whittaker has entirely recovered from her recent illness. The Florida embargo has been lifted somewhat and orders are now on their way to dealers in that state.

H. E. Van Hoy sends in this slogan, "Buying cheap goods to save money is just like stopping a clock to save time."

Art Bushell, box salesman in Connecticut, writes in to say that he has a story up his sleeve and hopes to get it in for the next issue.

Here's something from C. B. Grundy, Building and Roofing, who asked for a typewriter in the last *Review*: "Why do you fellows try to kid me out of my copy of the *Review*? I did not get the last one. I understand my ad was in it, too. I want to see it. Anyway, thanks for the ad. I know many at East Walpole will be glad if I get the typewriter. But don't be too hasty. I have to learn to run it yet."

Stan Bailey, Floor Covering, has taken over the New Hampshire and Vermont territory.

Jim Stowell, late foreman of the Floor Covering finishing room, has been to finishing school in the office and is now in Florida as salesman, cruising the West Coast.

Those who have sent in stuff for this month have the right idea. Nothing formal, just a note dashed off in between times. Let's have more! A notice is being sent to you and may reach you before the *Review* does. Please read it.

Phillipsdale Old Timer Given Party on 45th Anniversary



Mr. and Mrs. Dan Henderson

ON Monday evening, February 15, Mr. and Mrs. Dan Henderson were given a surprise party by a few friends on the occasion of the forty-fifth anniversary of their marriage. The couple was presented with many gifts, including a large bouquet of flowers, to which the recipients responded.

While the guests were marching into the dining room the wedding march was rendered by Mrs. Thomas Henderson, after which the gathering sat down to the refreshments which had been prepared by the ladies in a very neat and artistic manner. In the center of the table was a large wedding cake on which were the dates 1881-1926. The rest of the evening was spent very pleasantly, the guests dispersing at midnight.

We congratulate Mr. and Mrs. Henderson and hope that they may have many more anniversaries.



For Rent At Lake Sunapee, New Hampshire

Newly furnished six-room bungalow with sleeping porch. Will lease by day, week, month or season.

Rates low, terms on request. No inquiries during office hours. Write or telephone Charlotte G. Bedell, The Hermitage, East Walpole. Tel. Walpole 287.

Business Briefs

What are the Costs of Manufacturing Various Products?

MEN, Materials and Machines are the three M's of manufacturing companies. Money might be a fourth, but money is only a medium to help carry on.

Nothing happens with inert material or machines unless men move them. *Labor* or energy of hand and brain is necessary to produce an article. So *labor* is the vital part of costs—intelligent labor that applies its skill directly, and the intelligence of the men who supervise or indirectly aid in production. The pay of all men in manufacturing, therefore, must be split over the various goods as a cost of manufacture.

The cost of *materials* laid down in the factory, i. e., the original cost plus transportation, is the largest item of cost. The amount of each material used, including the necessary waste, at its total cost, becomes the *material* cost of manufacture.

Machines must be maintained and average costs of power, repairs, and other maintenance items are charged against the products made. Different products require more or less time to manufacture on the same machine, so the speed of production affects the cost. All machines depreciate, and the length of life of the machine is calculated and divided over the total products to be made.

Supervision, cost of buildings, laboratories, taxes, insurance, fire protection, storerooms, handling of materials all cost money and must be determined for all products. Any item of cost not included is profit lost, because if the price to the public does not consider all necessary costs, the manufacturer is the loser.

Waste, imperfect goods, lost time of production when the mill is down for any reason, all contribute to make goods cost more and must be avoided if cost of products is to be kept within bounds and if prices of other manufacturers are to be met in competition.



Visitors

THE Building and Roofing Division entertained during the month: 20 contractors from Needham, H. S. Locke & Son, dealer; 12 contractors from Franklin, Franklin Lumber Co., dealer; 12 contractors from Milford, George H. Locke & Sons Co., dealer; 15 contractors from Quincy, L. Grossman Sons Co., dealer, and a large party of contractors from Brockton.

Visits were made to the Floor Covering and Building and Roofing Plants. Luncheon was served at the Bird Club gymnasium, where the visitors also had a chance to see a display of our products.

East Walpole and Phillipsdale in Paper Mill Safety Contest

THE Bird & Son Paper Mills at East Walpole and Phillipsdale have entered a safety contest conducted by the National Safety Council among nearly fifty paper mills throughout the country.

The award in this contest, which runs from January to June, goes to the mill making the best record during that period, and is in the form of a silver loving cup donated by the Paper Mill magazine.

The Main Mill departments, DM, DF, and DV and EM-ER, have been entered as one mill, with all Phillipsdale departments combined for the other entry.

Last year Phillipsdale and the Main Mill departments were well at the top in our own accident records. They have shown that they can hold accidents down to a minimum.

Standing among the mills in the contest is determined by the number of lost-time accidents and the number of days lost, together with total number of employees and hours worked.

Success to them! And, incidentally, it will be interesting to see how Phillipsdale and East Walpole compare in their individual records.

January Accident Record is Improvement over a Year Ago

THE new policy in regard to accidents bore fruit during January, with a total of only eight accidents, as compared with 13 for January, 1925.

New accident forms are in the hands of the foremen. These new forms require the foreman to give much more complete information than ever before and should aid us in finding out just how and why accidents happen and how they can best be prevented.

Last year the records showed that the most prevalent type of accident was the "strain," caused mostly while handling heavy material. There are two practically certain ways to avoid such an injury. First, if the material is too heavy for you, ask your foreman to get someone to help you. Second, lift correctly. The picture on this page shows you how.

Following is the accident standing for January. Note that FB, after trying for over a year, at last went a full month without a lost-time accident.

Dept.	No. Emp.	Accidents	Days Lost	Per Cent
FB	228	0	0	1.000
DP	188	0	0	1.000
DM, DF, DV	231	0	0	1.000
FX 1, 2	281	2	24	.932
FF	271	4	21	.913
EM-ER	155	2	26	.871



Veteran's Service List

WE give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during March, together with the names of our veterans who complete over twenty years of service with us during this month:

Aaron Rhoades	Retired	Mar. 9, 1887	39
G. R. Wyman	Gen. Mfg. Mgr.	Mar. 17, 1887	39
James Kivlin	Paper Mill	Mar. 20, 1892	34
Dan A. Jones	Paper Mill	Mar. 4, 1897	29
Emanuel Johnson	Box Shop	Mar. 11, 1898	28
William J. Quinn	Paper Mill	Mar. 9, 1900	26
W. R. McNeil	Hamilton	Mar. 23, 1901	25
Bartley O'Donnell	Maintenance	Mar. 1, 1905	21
Everett Lindquist	Bldg. & Rfg.	Mar. 3, 1911	15
Felix Thompson	Paper Mills	Mar. 10, 1911	15
John Miller	Bldg. & Rfg.	Mar. 13, 1911	15
Eric Carlson	Paper Mills	Mar. 7, 1916	10
Stanley Alukonis	Bldg. & Rfg.	Mar. 7, 1916	10
James Wilkes	Box Shops	Mar. 10, 1916	10
Joe Sadoskis	Box Shops	Mar. 2, 1921	5
Berton Seekins	Floor Covering	Mar. 3, 1921	5
Mailo Bonaventura	Floor Covering	Mar. 2, 1921	5

Advertising Service

The Review will be glad at any time to run classified advertising for Bird & Son workers. There is no charge for this service.

Copy, to be accepted, should be sent to the editor not later than the fifteenth of each month, and MUST be signed with the sender's full name and department.

The NEPONSET REVIEW

Vol. XIV.

MARCH 1926

No. 3.

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Growing

LAST month's *Review* showed in good measure the influence of the new correspondents. Some response was looked for, but it was nothing compared to the amount of material that actually did come pouring in. The pages on notes stretched from four to four and a half, with quite a little cut out, and only one picture to a page.

This month's *Review* shows even greater growth. The correspondents in all departments came through in great shape. Witness the number of pictures, most of them sent in by *Review* workers. We haven't measured them at the present writing, but would be willing to wager that there are five pages of notes, and more.

But there are only sixteen pages to work with, and there is plenty of other material to go in beside the notes. If the demand warranted the *Review* could be enlarged to twenty pages of employee material every month.

Look up your department correspondent and tell him what you would like to see in the *Review*. Give him a news item or two, some snapshots, something for the new contributor's column.

If the response warrants, twenty pages will be provided. The editor is willing. Are you?



He Didn't Get Even \$5.00

HIS name was Robert Culver. He lived in London. Since twenty-two he had known a secret formula for making dye. His process would have made a superior dye at only a fraction of the usual cost.

But he refused to tell anyone his secret. He had heard stories of unscrupulous lawyers, dishonest business men. He was afraid his secret would be stolen—that he would get nothing.

So he jealously guarded his formula throughout his life. And continued his ledger-keeping at a mean wage. He never married, but lived in solitude, burdened with his secret. At the age of fifty-eight he died, carrying his secret with him—a pauper.

New York Commercial.

"Unique Oil Co." Only One of Many Worthless Investments

A FEW weeks ago a Bird & Son worker came to the Labor Bureau to inquire regarding the worth of some stock that he had purchased from a salesman who called to see him. Investigation proved it worthless.

One report which came to us regarding these "Unique Oil Company" securities was as follows: "We find that a deputy attorney general of the State of New York secured an order on January 27 from the Supreme Court of that state forbidding the sale of stock of the Unique Oil Company in that state. It is logical to suppose that a stock so objectionable would hardly be suitable for an investment or even a speculation when sold in some other state."

No better example of locking your garage after the Ford is stolen, is there? If this man had investigated before he invested he would have saved his money.

If you would like higher authority for this "before you invest, investigate" business, here are a few warnings from the pen of United States Secretary of the Treasury Andrew W. Mellon.

"Warning No. 1. Never buy stock in mines you know nothing about. Mining is a very expensive undertaking. Shun alluring promises about mines in a far-away land. While some mines may be good, often unscrupulous men start mining ventures just to obtain your money. In many cases they never intend to develop a mine. There is an old saying: 'A mine is a hole where fools dump their money.'

"Warning No. 2. None but the rich can afford to trifle with oil wells. There are many good mining and oil investments, but how can you tell the good from the bad, or know the intentions of the promoter? Drilling for oil is expensive. The chances are great. A 'gusher' is rare. You may find a well that yields 10 barrels a day for a month, or you may find your well is dry. In many cases there never is a well except on paper.

"Warning No. 3. Do you want to buy a swamp? There are real estate promoters who will sell you a swamp as shore frontage. If you buy property, buy near home. Then you can see what you are getting. Long-distance buying is dangerous. Know what you are buying. Investigate personally before you make a purchase.

"Warning No. 4. 'Invest quick, or it may be too late' is the favorite urge of the wildcat stock salesman. That should make you suspicious. The swindler fears investigation. His fakes sell best when he rushes you off your feet. Many have lost because they did not 'sleep over it.'

"Warning No. 5. Look with suspicion on offers with special inducements in cash discounts or stock bonuses. Such an offer may be a trap, and many have been lured to misfortune by it.

"Warning No. 6. The rich man can afford to speculate. If he loses, he has other money in the bank. Not so the small investor, the man on a salary with a family to support. If his speculation fails, it spells disaster, and he has no money to tide him over the unexpected.



A straight line is the shortest distance in Safety as well as in geometry.

1795—*Anniversary Supplement*—1925
of THE NEPONSET REVIEW

Testimonial Book Presented to Mr. Bird

NEARLY eighteen hundred Bird & Son fellow-workers joined recently in sending their greetings to Charles Sumner Bird, President of Bird & Son, inc., and at the same time commemorated the one hundred and thirtieth anniversary of the founding of the business in 1795.

The greeting took the form of a testimonial book, in which appear the signatures of nearly everyone in Bird & Son's roster of workers.

The idea of sending the book was sponsored by the Old Timers' Club, an organization of those who have been with Bird & Son ten years or more. The executive committee of the club discussed the matter of commemorating in some suitable way the 130th anniversary of the business and it was finally suggested that "a suitable acknowledgement be sent to our President and fellow-worker, Charles Sumner Bird, by subscribing our names on sheets of hand-made paper, which will be artistically bound in book form and presented to him as a token of our high regard and esteem."

Although the plan was originated by Old Timers, so many of the workers desired to sign that it was decided to allow everyone to do so who wished. It was voted, however, that the oldest Old Timers, those who had been here from twenty-five to fifty years, should sign the book in order of their seniority.

Upon opening the book, one turns first to the usual blank fly-leaf, and comes to the first title page, on which is hand-lettered in black, blue and red, the following:

To
CHARLES SUMNER BIRD
PRESIDENT, BIRD & SON, inc.
On the One Hundred and Thirtieth Anniversary
Of the founding of the business
1795-1925

The book is hand-bound in the finest of blue morocco leather, the pages are of hand-made Italian paper. There are about 50 sheets.

A small decorative flower, in green, placed immediately below the lettering, completes this page.

The main title page, reproduced on the next page of this paper, is truly a work of art.

Following the title page comes the East Walpole section of signatures, the first few pages of which are those of the Old Timers who have been here twenty-five to forty-eight years. Then, in order, come sections for Norwood, Chicago, Phillipsdale, Hamilton and Pont Rouge.

The book was given to Mr. Bird with a note from Elmer H. Bartlett, president of the Old Timers' Club, as follows: "My dear Mr. Bird: In behalf of the Old Timers and other associates who have subscribed their names, I am leaving this present to you from the Old Timers and

others. We intended to give this to you before the end of 1925, but have been unavoidably prevented.

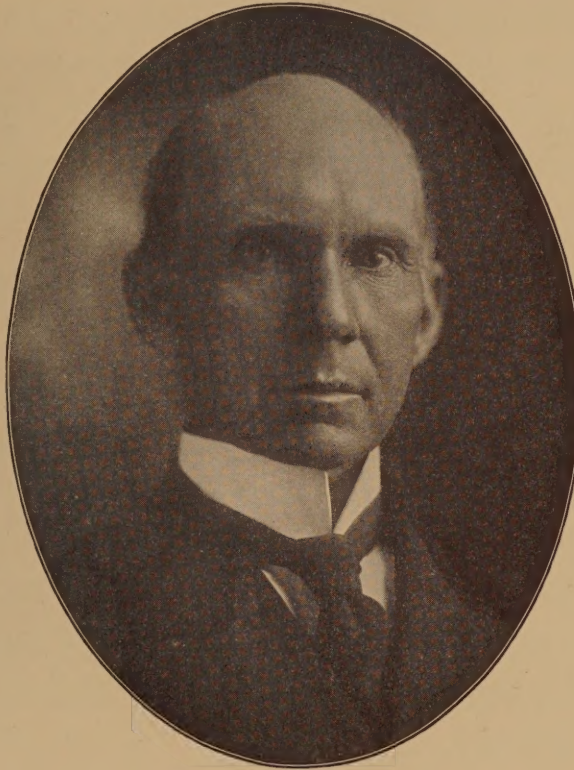
"The letter in the book tells the whole story. With kindest personal regards and best wishes, I am,

Most sincerely,
ELMER H. BARTLETT,
President of Old Timers' Club."

Here is Mr Bird's reply:

"Dear Elmer: It is difficult to find words to express adequately my gratitude for the memorial letter which I have just received from you and your associates. There is nothing that you could have done that could have meant so much to me as the sentiment of affection and loyalty expressed in this letter.

Ever yours,
CHARLES SUMNER BIRD."



Charles Sumner Bird

CHARLES SUMNER BIRD, ESQ^{RE}

THE OLD TIMERS" have been looking for an opportunity to express to you our appreciation of all you have meant to us during the many years of close association. The One Hundred and Thirtieth Anniversary of the founding of the Bird institution is we believe, a most fitting occasion to present to you this token of our high regard and good will.

The successful business which has been built under your leadership must be a great satisfaction to you, as it is to us all. The plant, the large body of workers and the wide extent of the business tell that story better than we can write it.

We must, however, tell you how proud we are of the other things—the unusual spirit of "working together," and the high standard of fairness in all dealings that you have helped build into the business. We are proud also of your unceasing work for the best interests of our town, state and country; it has made us all better citizens.

To a leadership with a vision, clear and far sighted, you have added an inspiring enthusiasm and a friendliness for those who have shared in large or small measure, in the upbuilding of this institution.

While the idea of this testimonial originated with the "Old Timers," so many others expressed a desire to participate, that the privilege of signing has been given to all.

We want this letter and signatures to express to you in permanent form, the best wishes of every single one of us.

1795

The first page of signatures in the book, led by John H. Smith, who has been with Bird and Son at East Walpole, since May 14, 1878, one year after Mr. Bird started.

1925

Fred. F. Plaisted
Dana A. Jones.
John J. Rincham
George Todner
Annette S. Blaney
Andrew Walker
Charles T. Derr
Erik. E. Anderson
Emanuel Johnson
Andrew C. Manimon
L. L. Thompson
Philip R. Allen
Florence E. Holmes.
John J. Hale
Albert Erickson
Michael J. Shuban
John Sullivan
Dan McDevitt

Edgar Bosworth
Wm J. Quinn
Kenneth M. Heyman
Stephen H. Smith
George M. Graves
Carl V. Smith
Frank W. Welch
Michael J. Reardon
Michael F. Powers
Mary A. Shurt
Coleman Snow
Harry L. Tower.
Oto J. Ross
John Fitzgerald
Anna F. Brown
Hubert C. Engley
E. W. Stathos
Harry O. Mann

John H. Smith
Wm. Landry.
John W. Smith
Maurice Ahearn
Thomas P. Maguire
John H. Maguire.
James J. Geary
Elmer H. Bartlett
Richard C. McCabe
James E. Smith
Frances C. Murphy.
Aaron. Prades.
George R. Wyman
Mary Friary
Arthur J. Johnson
Rose A. Friary
John Cullinane
August J. Hebrun
Carl Schaefer

Samuel J. Cullinane
Thomas M. Craney
John Hennings
John J. White
James H. Kurlin
Maurice King
George Brunner
George W. Towle, Jr.
James Hammond.
Marshall H. Grant.
Albert R. Jenkins
Frank H. Fisher
Vitus Gleichauf
Frank L. Murphy
John F. Dower
William F. Geary
Bartie C. Willis
Andrew C. Hegabert

1795

The second page of signatures. All those who signed these two pages have been with Bird and Son twenty-five years to forty-nine years.

1925

THREE GENERATIONS OF PAPER MAKERS

The Story of Bird and Son's Growth from a Single Paper Mill
to Nation-Wide Existence and Influence

GEORGE BIRD, the founder of the business of Bird & Son, inc., was born in Union, Me., moving to Milton, Mass., at an early age, where he became interested in paper making.

In 1795 he purchased a water power in the towns of Needham and Dover, Mass., where he built a paper mill. He sold a portion of this mill in Needham, and in 1803 purchased in Dedham, Mass., another water power and paper mill, which he operated until 1811, when it was destroyed by fire.

In 1812 he purchased water power rights and land on the Neponset River in Walpole, Mass., and the business now carried on by Bird & Son has been located on this land since that date.

The paper mill which he established employed but a handful of men. Its output was small. At first it was only one of many industries which were located on and drew their power from the Neponset.

Others on the river were sawmills, a grist mill, textile mills, shingle and carding factory, and a snuff factory.

The few buildings housing the office and machines of the Bird mills were nestled in a little group extending from a point about where the flagpole now is over toward the banks of the Neponset.

Francis William Bird, the son of George Bird, came into the business in 1834, when he purchased it from his brother, Josiah W., who had succeeded the father, George Bird. Four years later he acquired an additional mill known as the Neponset Paper Co., owned by Jabez Coney, Jr. He then formed a partnership with his father, brother, and brother-in-law, doing business under the name of George Bird & Son. After the dissolution of this firm, the business was owned and managed by Mr. Bird, under the name of F. W. Bird.

The present head of the firm, Charles Sumner Bird, came into the business in 1877, immediately following his graduation from Harvard.

At that time the business was typically slow-moving. All transactions were handled by mail. There was no railroad. There were no salesmen. The products were high in quality but limited in number.

Typical products, for instance, were "tarred hardware" and tack paper. The former was used in wrapping nickel and silverware, as well as other hardware, to keep the goods from tarnishing. Tack paper was the forerunner of the now familiar little tack box.

The first additions to the Bird products were cartridge and wad papers, used in the manu-

facture of shotgun shells. Then came the addition of paper boxes, now grown into a separate division, including shoe cartons, tack and screw boxes, and corrugated and solid fibre shipping cases of all sizes and shapes.

In the period between 1890 and 1900 began the expansion that resulted in the far-flung existence and influence of Bird & Son as it is today. The first building and roofing products were brought out during this period.

Until 1904 the manufacture of these products was carried on at the Main Mill at East Walpole, but a growing business made enlarged equipment necessary and a plant was built in the town of Norwood, just over the Walpole line, for the manufacture of roofing and waterproof papers.

During the next year expansion in this line was carried over into Canada, with the building of a mill at Hamilton, Ontario, for the manufacture of roofing papers similar to those made in Norwood, Mass.

Ever growing demand for building and roofing products was again responsible for enlarging the equipment, when, in June, 1907, a paper mill for the manufacture of felt paper to be used largely in the Norwood roofing plant was built in Phillipsdale, R. I.

A similar enlargement was made the next year in Canada, with the purchase of a mill for the manufacture of felt paper at Pont Rouge, Quebec.

Pioneer experiments having been carried out to a final successful development, another new product was permanently added to the Bird line in 1911, with the construction of a plant for the manufacture of floor covering. This plant was located adjacent to the roofing mill in Norwood.

On November 1, 1917, a roofing plant located at Chicago was purchased for the manufacture of roofing and waterproof papers.

On January 1, 1913, a partnership was formed by Charles Sumner Bird, Philip R. Allen, and Charles S. Bird, Jr., under the name of Bird & Son.

The firm of Bird & Son was incorporated May 10, 1918.

Nor does this tell the whole story. Many of the mills have grown almost unbelievably beyond their size when established. New units are constantly springing up. Wisely controlled but seemingly inevitable expansion is constantly under way.

Briefly, a story of one hundred and thirty years of progress made possible through one hundred and thirty years of Service and Quality.

Library

A. S. Blaney

IT is an old-time and mistaken attitude that education should cease at the termination of our school years. With the many fine opportunities offered for study at the present day, it is possible for the wage earner to make substantial progress in the lines which he is following or in one for which he may have greater inclination, as well as those purely cultural.

At a recent conference on adult education, held at the State House, attention was drawn to the increased number of students who had taken advantage of the University Extension Course during the past ten years. The object of the conference was to bring about further cooperation between the evening schools, the extension courses and the public libraries.

A point was made of the excellent reader's guide now being issued by the American Library Association, known as "Reading With a Purpose." Each booklet treats of a different subject, contains a brief introduction to the subject covered and recommends a selected list of books. A set is in the library and duplicates we can purchase through the library at ten cents each. A number have already found it to their advantage to own copies.

Some good new books in our library:

Mark Twain's Autobiography
Henry Thoreau
Whaling
Swallowing the Anchor
The Adventure of Wrangel Island
Stories:

Flower Patch among the hills
Cousin Jane
Little White Flag
Keeper of the Bees
True Adventures of the Secret Service
Portrait of a man with red hair
Professor's house
One increasing purpose
The Loring Mystery
Aliens
Certain Crossroads

Bezelgette
Hawes
McFee
Stefansson

Kleckmann
Wilson
Beeding
Porter
Russell
Walpole
Cather
Hutchinson
Farnol
McFee
Loring

Branch Library Established at Norwood Floor Covering

A branch library has been established at the Floor Covering plant, containing books of a technical nature as well as good fiction.

One book at a time may be taken out by anyone who is interested. This is an opportunity that has long been awaited. Those wishing to avail themselves of it may do so easily.

See Mr. Rouillard in the Floor Covering office.

Retribution

"Smile into the face of the world and a smile comes back—render good service to others and good service is returned to you—show a spirit of helpfulness and that spirit will surely send back aid to you of a like kind—think good thoughts and the same good thoughts will be of you." —Selected by P. F. B.



The Hawkins Hawk

Just take our word, this funny bird,
Sitting there on high,
Is not as queer as may appear,—
He's really quite a guy.
We envy him; he's full of vim;
He never seems to stop;
He makes things move, quick and smooth
Just like a traffic cop.
He's a wiry bird and we have heard
He's quite an ath-a-lete;
He sets the pace in every race,—
He's really hard to beat.
He's got a line that's really fine
When salesmen with him talk;
He'll never throw away our dough,—
That's why he's called the Hawk.

—Mike and Ike.

"Ike" wishes to announce that after various guesses as to the nature of the Hawk's neck, varying anywhere from a still to a corkscrew, the Honorable Mike Shergals of FF was the first man to actually find out what it was supposed to represent.

Information as to the meaning of T-K will be gladly supplied upon application to the Traffic and Purchasing Departments. It has no reference whatever to the Tap a Keg Society.

Notes From Plants and Offices

Paper Mills
East Walpole

J. E. Curran
W. J. Quinn
M. B. Lee

J. J. Burke
J. H. Maguire
R. E. Koebe

Maude E. Kaler

Word has been received from Fred Marrinello, who is on a visit to his home in Italy. He reports a very stormy journey going over, but is now enjoying the best of health and having a fine time. He expects to return the first of May.

Wilmer Wiggin has been a radio fan, which accounts for his humming the latest and most popular tunes.



Eleanor Koebe of East Walpole

One night about the first of the month Ray "Sparky" Kirk was on his way home about midnight. As he careened along in his gas wagon he was stopped by an officer, who commandeered him and his car to give chase to a speeding auto ahead. Ray gave her the gas and overtook the other car. Yup, they were bootleggers. P. S.—Ray didn't even get a sample.

Walter Durette joined the local infantry during the storm. His car was buried in the snow by the pond for several days.

James O'Donnell made the best of it while there was a nice smooth surface on the river before the first storm. He sure can cut all the figures on the calendar, Sundays included.

John Costello proved himself a fire-eater at the last blaze, but he was kind of doubtful as to water. One day, shortly afterward, he was taking a short cut through DM and found the elevator pit full of water. But it held no terrors for John. He plowed right through three feet of it as if it wasn't there at all.

We are glad to see Salba back again after a month's absence.

Joe Kane has secretly taken up that sport for red-blooded men. We never caught on until he came in rather disarranged one morning and someone finally wormed it out of him that he was taking up boxing. Further questioning revealed the fact that Pat Egan is Joe's instructor. But, Pat, you had better give your pupil a little more instruction, as Joe came in with a shanty around his eye a couple of weeks ago.

When it comes to fishing, Gray hasn't a thing on Pete Folan. Pete goes out on the river during the noon hour and catches enough for supper.

DMT put up a gruelling fight with the storm. It took several extra rounds to score a knockout, but at sunset the following day all the gang were wearing a victorious smile.

George Towle's Studebaker was infallible up until the arrival of that storm, when it spent a couple of days parked in a snowdrift. Taking the storm as an exception, George says that that old cement mixer of his will overcome any obstacle.

Dockray and Gary seem to be real chummy. During the storm one of the watchmen actually found them sleeping together in the mill.

Althea Garland of DT was given quite a surprise party February 15, her birthday. She said she was sweet sixteen—or was when she stopped counting.

Bob Morse was seen recently in the Shubert Theatre, bald-headed row of course.

Since the election of officers of the EMBA, Jack Linnehan's knees don't rattle so much and the old smile is back with him.

Professor Smith of DMB hasn't seen a machine run for two weeks. He lost his monocle in one of the beaters.

Robert Kail walked three nights to work from Winter Street, South Walpole during that recent atmospheric disturbance. The roads were too much for Elizabeth.

Michael Cronin, second hand on No. 3 machine, has caught the radio bug.

Pat Egan was asked one morning what he got on the radio last night. He said, "Two bag-pipers, two fiddlers and two violins and it was well worth the price."

James Clark could not get to work after the s.s. as he was unable to get his tractor out to break the roads.

Superintendent S. W. Smith has attended a number of "Old Time" dances recently and still believes there is nothing like the five-step schottische.

A new use has been suggested for some of our papers. Jim Clarke is going to try some out for window curtains.

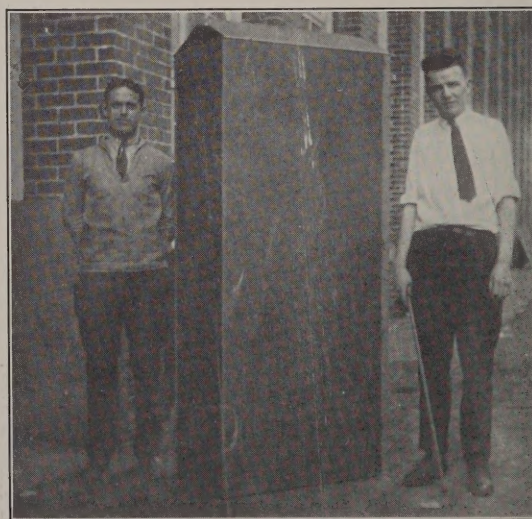
Miss Leary made the trip from Sharon to East Walpole in three days, during the big storm. The first day she reached Richardson's, the second Gould's, and the third and last lap, Mill Office.

George Wallace has the record for obtaining tickets for Bird Club shows. He procured fourteen tickets for the last. We wonder if he is a ticket scalper.

Mr. and Mrs. Townsend have moved to their new home on East Street, Walpole.

Louis Bergstrom has been transferred from wad inspector at DF to DM inspector. Good luck, Louis.

Roland Johnson has been transferred from FX1 to DF as the new wad inspector.



The largest box ever made at FX1



The snowstorm brought beauty as well as inconvenience. Left, View in Mr. Bird's estate; center, looking towards the Hermitage; right, along Bird Avenue, leading to Main Mill

Our two Jacks, DeCosta and Saulen, have become extremely ambitious and trip to Boston three evenings each week. Do not be deluded and think they are going onto the stage, just because Jack D. can dance and the other Jack stng. They're simply plugging away at school and expect to graduate as Chemical Engineers.

E. L. Connolly wishes to announce that the latest arrival is a boy, who is so rough that it is necessary to put gloves on him to keep him from scratching his face.—Adv.

A recent request sent to PL: Something to remove dark spots from a bull pup. No wonder Scotty wins so many blue ribbons. Naughty, naughty, John.

Incapacitated Ford

Larry O'Rourke wishes his push cart in running order by the first of April and suggestions will be gratefully received.

Present specifications:

- "Tired" out—all four.
- A rattling good car.
- The Windy City Specul.
- 1926 registration plates missing.
- Will stand without hitching.

We believe Larry would do well to confer with Winfred Schaier of the Drafting room, who has the twin sister to this model. Winfred boasts that his buggy once had a motor, but it is now only the proud owner of a horn. Honk! Honk!

Hub Thompson was disappointed with the weather the early part of the winter and longed for some real snow storms so he could complete final arrangements for another of those rip-roaring Winter Carnivals at his Foxboro camp. Since the receipt of snow we have heard nothing more about the Carnival, and even Hub's sunny disposition is a thing of the past. What's the big idea?

While Ralph Wilkins was a bachelor boy, during the month of February, he reached the height of efficiency. He learned how to put his socks on from either end.

If you happened by the corner of Fuller avenue and Walcott avenue Saturday evening, February 13, at about 8.30 (we had to wait for Arthur Mellin) you most likely noticed that something unusual was taking place at the Hammond house. Yep, it was Jimmie's birthday and the family gave him a party. Jim acted something terrible and we were afraid we would have to spank him and send him to bed. His family gave him a gold watch and chain and one of his neighbors a very fine pin. There was a great entertainment furnished by his friends, led by Ray Call, who gave a very remarkable exhibit. After a session of whist a supper was served. Among those present were Mr. and Mrs. Ray Call, Mr. and Mrs. Arthur Mellin, Mr. and Mrs. Dresser, Henry Morgan, Miss Banning, Ed Tarr, and the entire Hammond family, including Jack.

Box Shops

Malcolm Mars
Herman Lauble
John O'Donnell
A. J. Duncan

Curtis Boyden
W. J. Downing
Annie S. Richardson
James Dine

John Clancy

Hanson was recently declared champion pie-eater of Norfolk County at a contest held by the Rebeckahs of Franklin in the Old Town Hall. His nearest competitor was two pies away from Hanson's mark. We think Hanson's ability is truly remarkable, when he consumes six pies in eleven minutes flat.

Bettie Conelia is leaving us for a position at Plimpton's Press in Norwood.

Al Kendall has changed his desk to a more temperate climate.

Here's a good Ford story. Dave Heylin left his Galloping Gertrude in a repair shop in Norwood recently. He called for it a few days later, found everything apparently OK, and came merrily up to work. Lucky he didn't have an accident or get pinched for speeding, for there were no number plates on the blamed thing.

We were all very sorry to hear of the accident to Otto Mannimon. While fishing up at the New Pond one Sunday he slipped and hurt his shoulder quite badly. He also lost the fish.

FXI, noted for its athletes, dancers and production record breakers, wishes to present to *Review* readers the musical protege of the Box Shops, Luigi Ciarocco, whose picture appears elsewhere in this issue. Luigi is a very able piano-acordionist. He is associated with one of the leading orchestras of Boston as a soloist.

Red Curran didn't have very much trouble getting home the night of the storm. Those seven league boots of his came to good advantage.

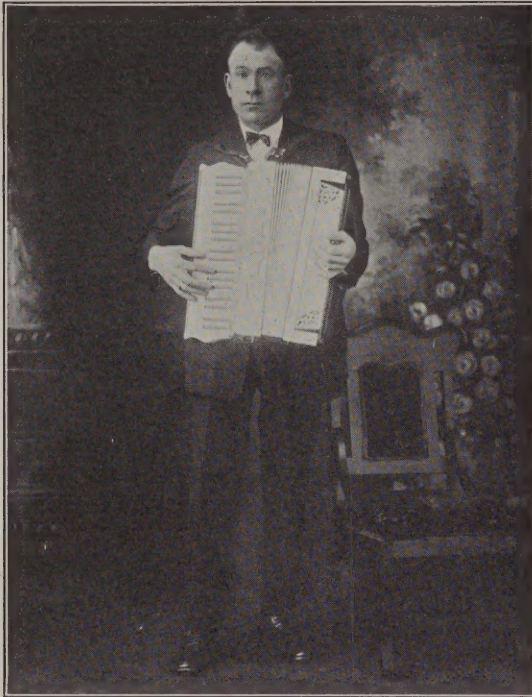
FXX received a severe shock one Friday morning when three of the prettiest operators came in late, carrying an air of "Look me over." They were all dolled up for a theatre party at the Shubert.

Ranghild Johnson of FXX and Oliver Schelin, a former Bird & Son worker, were married February 6. Best of luck to both of them.

Not many departments can boast of two Charleston dancers, but FXX has Henrietta Florest and Maizie Driscoll as fair performers of that difficult art.

We extend our sympathies to Mr. and Mrs. W. J. Richardson and family on their recent bereavment.

The FXI hockey team has been seriously handicapped by the recent snowfall. However, we expect to have our team on the ice in a few days.



Luigi Ciarrocco

Maintenance

J. A. Sheehan
John Maitland

W. O. Koehler
J. R. Burhoe

Everett Rockwood is wearing a very expansive smile these days. It's a boy!

Otis Lilly is now the owner of a brand new Ford.

Thomas Barr has returned to work.

John Broadley is sporting a new Reo Sedan.

Eugene Dennett, EMM, foreman, is now completely settled in his new home at 406 Washington street.

Thomas Barr, John Donovan and Ed Geraghty have been transferred to FXI.

Dan McDavitt has returned to work after an illness of several weeks.

Dave Regan, Sr., has been at Milford, Manchester and Providence recently, doing work for CX.

Harold Phalen has just completed a very successful season as drummer of the White Masked Orchestra.

Nelson Bartlett has returned to Florida, having been called there upon the illness of his grandfather.

Phillipsdale

R. H. Salisbury

J. H. Nolan

Phillipsdale now has a chance to "shine" throughout the country by participating in the Paper Mill Safety Contest conducted by the Paper Mill Section of the National Safety Council. A Loving Cup will be given to the Mill having the fewest lost time accidents and DP ought to get it. We must be careful ALL OF THE TIME and have every injury, EVEN THOUGH ONLY A SCRATCH, attended to right away either in our emergency room or by a doctor. Phillipsdale is not "hooked up" with East Walpole in this contest and we have a chance to show what we can do by ourselves.

We think that the paper gang under John Davis is entitled to some credit for keeping things going during the last two snow storms. Their job was not the warmest, but they plugged right through.

We hear that Albert Carlson has bought a Chevrolet and will blossom forth as soon as the snow goes. He got it pretty cheap too, and only had to spend \$80.00 to \$100.00 to get it fixed up.

On January 27, Henrietta Erickson of DPG and Harry Nolan, formerly of DPM, were married here in Rumford. This couple is well known and well liked here at DP and we wish them the best of luck. Among the presents was a silver tea set given by DPG, DPY and DPM.

Previous to the wedding, on January 22, the bride was given a miscellaneous shower at the home of John Nolan at which she received many useful gifts from her friends, especially from the girls in DPG.

We are glad to welcome Adolf Admonis back with us again. He was out several weeks with a broken leg sustained from an accident which he was in, outside the mill.

Our idea of a real contest just now would be a race at eating corn "off the cobs" between our two toothless wonders, Walter Gill and Jimmy Blessing. We do not know whether they lost their teeth in a fight or if they bumped into something, but the teeth seem to be gone anyway.

A new Allen engine is being put in our beater room and will be ready in less than a month. The men putting it in kind of wish that the mill was a little farther South as the wind coming around the corner from "beautiful Omega Pond" is not very warm this time of the year.

The lighting fixtures formerly in the office have been painted up and put in the brigade room. Several new sets of games have been put in the brigade room and checker boards painted on the circular tables. Checkers seem to be quite a popular game around here. Even Lloyd Allen is trying to beat John Davis at it.

Things were pretty well snowed in around here during the last two storms. We wish some kind angel would give us a snow plow that we could hitch on in front of our tractor so that we could get in and out of the mill after the storms.

Roofing Mills
Norwood

H. A. Dresser
C. J. Watson

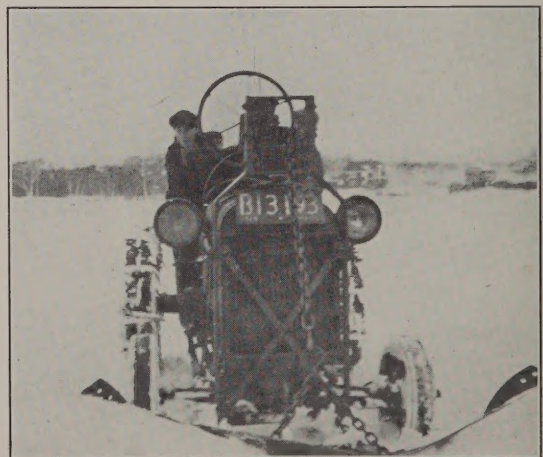
H. E. Everett
L. M. Pratt

Charles Savage

Victor Makela's sister is coming on from Detroit for a visit.

We have heard in times past of how carefully the beater men at Phillipsdale watch their screens and collect the coins from the rag stock, so we have never scrutinized the finished felt here at FB in the hope of finding anything. But there must be a hole in one of the screens, for imagine our surprise when Phil Taylor on FBPM5 picked up a Netherland ten-cent piece, slightly disfigured, but legible nevertheless. If DP doesn't believe this, we still have the evidence.

We have been trying to figure out whether Stanley Alukonis, back-tender on No. 6, is to be consoled on his loss or congratulated on the recovery of his Maxwell touring car. Stanley left it in front of the North Station one Saturday afternoon



The tractor between FF and FB does snow duty

while he spent a few minutes shopping. It was found three days later in the swamp, minus everything that could be removed.

The trucking at FB and FF has been taken over by the Main Mill.

George Smith has certainly done it. He has given his Ford the cold shoulder and as soon as the roads are all cleaned up nicely we shall see him rolling down to FB in his new Chrysler. Probably he bought it to go with the cake-eater's coat.

Bob Smith, who has had charge of the boilers and steam engines at FB, was almost knocked silly Friday afternoon, February 12, when he was called up to the office and presented with a beautiful bridge lamp by his fellow foremen. Bob nearly choked trying to say something, but we knew how he felt. We shall miss his smiling countenance at our foremen's meetings, for he has left Bird & Son to take up duties with Hollingsworth and Vose. Best of wishes went with the lamp, you bet.

Our heartfelt sympathy is extended to Alden Boothby, whose father passed away February 10 at Newburyport, Mass.

John Caulfield surprised us all by not showing up on the job one Monday morning, but come to find out, he had a pretty darn good reason. On Saturday morning, February 13, there was a brand new baby boy made entrance into the Caulfield family. This is the second boy, and we know little George will be tickled to splinters with his little brother. Both mother and baby are doing fine. Daddy John had been doing nurse duty, house duty, etc., and he tells us he has to scratch some to keep them all happy. Gosh, we nearly forgot to say that the new baby weighed eight pounds. We are getting our suits pressed so we can go down and see the little youngster. John says that no name has been chosen yet.

John Alexandovic's wife is recovering nicely after an operation.

Joe Smith is out on leave, fixing two new apartments on his estate.

Walet Cyr's family is in quarantine with diphtheria, but all are doing nicely.

Hamilton

H. E. Davenport

H. Coutts

Miss L. O. Stephenson

It has occurred to the Hamilton Neponset Review correspondents that no doubt outside of those who give us a yearly call, so to speak, there are few Birdites from the American plants who have seen our Hamilton Office. We think it is a "pretty neat affair" and pass along this snap so you may look it over.

Here is a special invitation to Bird vacationists—If you are visiting the "wilds" of Canada this summer and are in the vicinity of Hamilton, don't fail to drop in at Bird's Hamilton Office, we will be glad to see you.

Our Mr. Canfield has just returned from a three weeks, survey of the West and reports conditions very much improved over a year ago, directly traceable to the fact that a good crop and fair prices have placed the consumer in the position where he has money to spend for improvements long delayed.

Our distributors are looking forward to this year being the best they have experienced in the sale of Bird products.

We wish to welcome R. G. Bishop in our Sales Organization. Mr. Bishop will cover the City and Niagara Peninsula.

We were glad to have a visit from D. A. Chase during January.

Mr. Hunt, head of our Maintenance Department, reports good progress is being made on our new mixer for our coating. Also that our Neponset Twin Shingle die will be ready to cut Neponset Twin Shingles 12½ x 20 by the time this is in print.

A. Ralph, our Shipper, best known as "Albert," has been ill for the last few days. We hope he will be with us again by the time these notes go to press.

C. O. Delavergn, Superintendent Hamilton Plant, has a new radio, and if music is an inducement to eat, then we know where Clarence gets his avoirdupois (200 lbs.).

Mary Louise Hunt
age 2, daughter of
H. Hunt, head of
Hamilton Main-
tenance Depart-
ment.



Gleanings from the Mill

M. Weir, the apple king, works on the theory of an apple a day keeps the doctor away. It is reported Weir eats 'em by the dozen.

The patrons of the Garth St' Mission were treated to some real comedy a few weeks ago when the lantern man during one of their social functions put on the screen a picture of our Burton Page, dolled up with his Eaton collar, singing "Tenting to-night."

Bus. McLennan, the Office and Sample Boy, is a coming salesman. We believe he could even sell ice to the Eskimos.

Chicago Floor Covering

B. I. Hindmarsh

Lillian Moe

During the past few months the chief athletic activity of the men in the Chicago office has been bowling. Come down to the "dug out" on Canal Street any Saturday afternoon and you will see the male members of the Chicago Bird Family engaged in a "battle royal." Take a slant at the scores and you will wonder why some of them don't enter the A. B. C. tournament. As yet no "300 scores" have been rolled—nevertheless we are seriously considering challenging the 76th Street Roofing Office who have quite a reputation for spilling



Corner of Hamilton office, with three of the office girls
Left to right, C. Powlesland, F. Jarrett, M. Simpson



The Chicago office girls today

the pins. Westcott, Williams, Graf, O'Connell and Hindmarsh competed very successfully with five men from the Chicago branch of the Parke-Davis Company recently. The latter paid for the meal. No more need be said.

Several additions have been made to our office force since the last issue of this famous *Review*. Miss Gunnison will make peculiar characters in her stenographer's notebook and tickle the Underwood.

E. C. Battle will serve in the capacity of inside salesman. Anyone whose radio set does not function properly—as if one ever did—should get in touch with Mr. Battle. He has had considerable radio experience and it is said he can battle down all interference and static.

Mr. Canright, our Sales Service Display Man, is at the present time making an extended trip through the South. From reports received, some very effective displays have already been installed for our dealers in Texas.

Mr. Westcott made a quick trip, taking in the towns of Little Rock, St. Louis and Des Moines.

Miss Lester, who carefully watches over the dealer cards, was recently forced to remain home a week because of illness. She is now back with us again and says she is feeling fine.

Ask Mrs. Sweeney to show you the new 1926 dealer cards. She thinks more of them than Frank Smith does of his new Ford. Speaking of Fords, reminds us of Bill O'Connell. He finally has got his hack in running condition, at least he says so. He has got to show us before we believe it. To believe that that "Mayflower" will run is impossible.

Considerable interest is being shown among the men in the sales contests that have been announced.

We understand that Chick Miller, Frank Smith and Bill O'Connell have already ordered a gold chain for the watch which is to be given to the man reaching the highest percentage of his quota for 1926.

Several also figure on walking home with the Gladstone Bag offered as first prize in the "Stamp of Honor" Campaign which is based on percentage of 9 x 12 rug quota obtained during February and March.

Floor Covering Plant

Norwood

L. J. Latham
William Boyden
L. R. Bernier

G. L. Staples
Carl Johnson
Stuart Nickerson

Frank Clem went on a very snappy sleigh ride during the month and in spite of all comers he upheld the dignity of the Floor Covering plant.

We understand that some of our local talent, who go by the name of "The Neponset Trio," are to appear in Bird Hall before long. This trio consists of Ed Bean, pianist; Santo Damico, accordion; and Sam Babeche, banjo.

A party of eighteen from the print machine crews journeyed to the United States Hotel Saturday evening, February 13, and held a banquet, with a theatre party following. Dono-

van's big bus was hired for the trip, which was voted highly successful.

Mr. and Mrs. George Bigelow welcomed a baby boy to their family January 30. He weighed seven and a half pounds and has been given the name Curtis Betram.

Taking relays at shovelling to keep the pathway clear, FFC maintained its schedule in spite of the storm.

We were glad to welcome Lyman Small back to work on the morning of the 17th.

The much-mentioned storm was the cause of several odd costumes appearing at FF. Ed Lines and Leo Bernier were nip and tuck in the contest for the funniest looking outfit.

Norwood's premier radio fans, Boyd and Seekins, held a conversation recently that went something like this. Boyd: "KGO came in loud and clear and with great volume." Seekins: "Yes, it was simply great. I got faint whispers from Hawaii at 3 a. m."

Santo Damico has lost the respect of his old college chum, Babeche, due to the fact that Santo, on the day of the Bird Club Amateur Night, lost his voice and could not sing the Rigoletto as scheduled. But with careful diplomacy and good doctor's care perhaps the international relations committee can persuade them to perform next time.

During the heavy snow storms the Shipping and Stock transfer departments narrowly escaped being buried. The combined efforts of Sutherland's Snow Birds and the FFV Drift Diggers, kept all lanes open for tractor operation.

Stowell has joined the ranks of CF. Good luck Jim, from FFV.

Warren Dyer's alemite gun became plugged while he was lubricating some FFV trucks. Warren forgot for a moment the old maxim, "Never look into the muzzle of a gun." The result was painful and Warren's face was well smeared with a barrage of grease. "He didn't know it was loaded."

San Francisco Office

Mrs Mary Kersey

The San Francisco Floor Covering Office moved into its new quarters in the Furniture Exchange just before the first of the year, and now have a most attractive display and offices on the sixth floor of this building which is entirely devoted to offices and exhibits of home furnishings.

Several changes have been made in the personnel of the Pacific Division since the beginning of 1926:

Lawrence W. Prouty, formerly of the Eastern Division, has taken the place of L. K. Smith, who resigned as Pacific Coast Manager.

Lawrence Southwick, who came here from the East Walpole office, is selling "Neponset" in San Francisco and Bay Cities.

Frank O. Phelps has taken over the territory in Northern California, and H. H. Rice is selling "Neponset" in Los Angeles.

Mrs. Mary Kersey came with us from the old office and has as her new assistant, Miss Jarkieh.

"Larry" Southwick has already gone in for politics. He was elected an Alderman in the City Government of the local Y. M. C. A. last week. It seems hardly in keeping with this new dignity that he was seen recently running from a country orchard with an armful of stolen oranges. His excuse was that oranges were the only kind of fruit he had not previously stolen.

Mrs. Kersey has recently acquired an Oakland car and on her initial trip had the misfortune to be run into and have the "mudguard" smashed.

February 8th to 13th was Market Week at The Furniture Exchange, and dealers representing every state west of the Rockies registered in the "Exchange" where more than 600 exhibits were open for inspection. Bird & Son Sales Corporation floor covering display received many favorable comments. Daily luncheon and lectures were features of the hospitality extended to the visiting buyers, all of whom prophesied a prosperous year for the West Coast.

Mr. Prouty, in a recent trip to Hollywood, went through Universal City, where the Universal Pictures are made. This concern uses "Neponset" rug border for many of its interior "sets."

Windi-Citi-Grams

W. W. Wilson

Mrs. G. Prarie

B. H. Roberts

While we were sorry to have Mrs. Violet Zimmer of our Accounting Department leave us after several years of service, yet she has taken on the more important duties of her household.

Bob Breback holds the distinction of being known as the good looking man in our Office Sales by some of our dealers—no chance girls, not a chance, he's been engaged for some time.

We welcomed into our office force this month, C. J. Perrizo, who is working as assistant under Earle Clark.

Eugene Cowell, formerly with Bird & Son's Pro-Slate Panel Board Department, is now Sales Manager for the Airinsulate Company here in Chicago.

"Louis" Freeman has traded his Ford for a Buick Coach.

"Bob" Thurston, better known hereabouts as "Doc," left our organization February 1 to take up a position in the Research Laboratory of the Proctor & Gambel Soap Company at Cincinnati. "Doc's" many friends in the mill and office presented with a traveling bag to carry away the good wishes of the Chicago organization.

"Nick" Schreiber, coating tender on our No. 1 machine, is bragging about the new baby, Elmer, who recently arrived at his home.

When "L. L." Williams, our Michigan Salesman, was in Chicago last, he purchased a pair of "pig skin" yellow gloves, to throw a surprise in his little home town of Owosso—and we'll bet he did too.

"Ham" Hayes of our Unloading Crew, has had a broader grin than ever now that Miss Russie Mae Hayes has arrived—weight 7½ lbs.

Mr. A. F. Martin of the Bruno-Martin Company, Saginaw, Mich., paid us a visit recently.

Ben Roberts' motto now is "Push, Don't Pull"—after attempting to tow his car single handed the other morning.

Henry Morman's gang have added a few more rolls over our saturating pans, which already have shown good results. A few records are now looked for.

Ralph Beaman, formerly of our Laboratory and Floor Covering departments at East Walpole, is now connected with the Ruberoid Company at Bound Brook, N. J.

Our Mill Bowling Team hasn't as yet reached the top of the Manufacturers' League here in Chicago, but they're putting up a great fight and bid fair to be in at least second or third place before the season ends. Their practice games with some of the office bunch have hardly given them the right kind of practice.

Earle Clark has been visiting our dealers in Southern cities these past few days.

Main Office

M. J. Hawkins
Margaret Poff
Helena G. White
Ethel Duncan
P. F. Breen
M. E. Tarr
Beatrice Foster

Margaret Dalton
O. C. Turkington
Mary A. Concannon
Ella M. Dalton
R. S. Abbott
A. V. Wilson
Helen Lovering

F. J. Spang

We have three new members in the Mail room: Mary Clancy, Ida Millesky and Thomas Welch.

The Saturday after the big storm Ted Gibbs and Sabina Costello wanted to get to Providence. The train got as far as Plainville and then they started walking to North Attleboro, a distance of two miles. Gibbs doesn't like to walk, and says that it took five and a half hours to accomplish the task. Sabina says it took twenty minutes. They can't both be right.

Mrs. Rivera has joined the force at RC.

CX now has a whole section of the top floor to itself and hardly knows what to do with all the room.

Alice Smith, AS, has left to start training in a Providence hospital.

Philip Melvin Whitney arrived at the home of H. S. Whitney



Lewis Allsop,
Norwood Floor
Covering radio
fan

February 11. He weighed eight pounds. Both mother and child are doing well. Whit says he has two halfbacks and a quarterback now.

The engagement of Marion Beebe Eichbaum of Boston to Theodore L. Southack, Jr., editor of the Review, has been announced.

Helen Lovering has transferred from AA to AC.

Mary Keliher says that Peary and Cook can walk around in the snow all they like, but she has discovered the North Pole and it's just beyond Hyde Park, or was during the last storm.

Suggestion No. 87504: Save your light bill by putting down an 840 rug on your floor.

Don Sampson says Pittsburg would be OK if Delilah were there.

CF wishes to voice its appreciation of the 100 per cent cooperation and assistance of L. R. Bernier, Charles Miller and the other men who send Bird's Rugs to the four corners of the world. If the salesmen knew of the interest shown by this department in shipping and making car weight from a less-car order, Blackstones and J. A.s would be in order.

Johnson of RC is thinking of adding on a new piazza to his bungalow, where bridge can be played this summer. We refer him to department AK. If this one is hazy, ask Fiske to show his cards.

Has anyone noticed how prosperous B. R. Taylor is looking of late? New hat!! "No," says Ben, "got it cleaned and reblocked for \$2.25." Some bargain, as those of us who knew the hat prior to its being sent to the cleaner, can judge.

The snow storm came on a bad day, at least so E. B. Holmes says, as it was one of his days to visit Boston town and, after spending some hours trying to get to East Walpole, found that the last lap was the worst, as he had to hike from Norwood. Pleasant trip, says Ted, if one's knees would not wobble so the last half mile. If it is any comfort to know it, other folks had to wade through quite some snow to get to their door. When Ted reached there, however, he found a nicely shovelled path.

Robina Urquhart was a guest at the dinner and dance given by the Musicians' Union at the Westwood Park Inn on Monday evening, February 8.

We are glad to welcome Hannah Flavin back in CF after her long illness.

One can easily tell that Miss Ruggles has taken over "Export" in CF because she has the world on her desk.

A little black pig has made its appearance on Miss Owen's desk. "Peggy" thinks she knows who sent it.



The editor tried twice to get this picture, but the camera refused to behave. The girls are members of the Bird & Son Girls Bowling Team. Front row, left to right: Marion Smith, Margaret Owens, Eva Gifford, Mary Lovell. Back row, Anna Keliher, Florence Duncan, and a partial view of Gladys Duncan, manager of the team

Athletics

A. W. Smith

Bird & Son Holds Lead

Among Industrial Bowlers

BIRD & SON climbed to the top of the column in the Industrial Bowling League during the month, also scoring high team in three-string totals, single string, individual high average, high individual three-string total and high individual single string.

Following is the standing as of February 20:

	Won	Lost	%
Bird & Son	37	15	.711
Hollingsworth & Vose	38	22	.633
Berwick & Smith	34	22	.606
Curity	33	23	.589
Plimpton	35	25	.583
Winslow's	34	26	.566
Fleming	23	33	.410
Bird Machine	23	33	.410
American Glue	23	33	.410
Cushing	4	52	.071

High team, three-string total, Bird & Son, 1450.

High team, single string, Bird & Son, 527.

High individual average, Dine, Bird & Son, 98.3.

High individual, three-string total, Dine, Bird & Son, 369.

High individual, single string, Dine, Bird & Son, 137.

Basket Ball Team Turns in

Good Percentage of Wins

THE Basket Ball Team continues to turn in a good percentage of wins. Since the last *Review* report five games have been played, of which

Bird & Son has won four. This brings the total to eight games won and four lost. We have scored 397 points to our opponents' 345.

Games played during February, up to the 20th, included: East Weymouth 25, Bird & Son 21; Milford Y. M. C. A. 22, Bird & Son 30; Hyde Park Y. M. C. A. 28, Bird & Son, 55; Holliston Town 19, Bird & Son 22; Milford Y. M. C. A. 38, Bird & Son 56.

The balance of the schedule is as follows: Thursday, March 4, Whitinsville at Walpole; Tuesday, March 9, North Attleboro "Y" at North Attleboro, and the following games at Walpole: Holliston Town, Thursday, March 11; Hyde Park "Y," Thursday, March 18; Keystone, Thursday, March 25.

30-

New Box Shop Looks Like a Winner in Bowling League

NUMBER 1 BOX SHOP increased their lead in the Bird & Son league this month by defeating the Floor Covering 3 and 1. Building and Roofing jumped into third place by defeating No. 2 Box Shop 4 points in their last match.

With four more matches to roll, it looks as if No. 1 Box Shop will finish at the top.

Following is the standing as of February 20:

	Won	Lost
No. 1 Box Shop	31	13
Floor Coverin	24	20
Building and Roofing	18	26
No. 2 Box Shop	15	29

High individual average, Dine, 95.23.

High individual three-string total, Flower, 332.

High individual single string, Flower, 136.

High team single string, No. 1 Box Shop, 527.

High team, three-string total, No. 1 Box Shop, 1469.



Mrs. Lewis Bush,
formerly Miss
Nellie Campbell
of the Chicago
Building and
Roofing office



BIRD NEPONSET PRODUCTS



Box Division

Solid Fibre and Corrugated Paper Shipping Cases NEPONSET Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Black Tube Paper Torch Paper
Bird Wadding Gray Index Cardboard Jacquard Board
Felt Papers for Special Purposes

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Hexagonal Twins Lock-Butt Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating

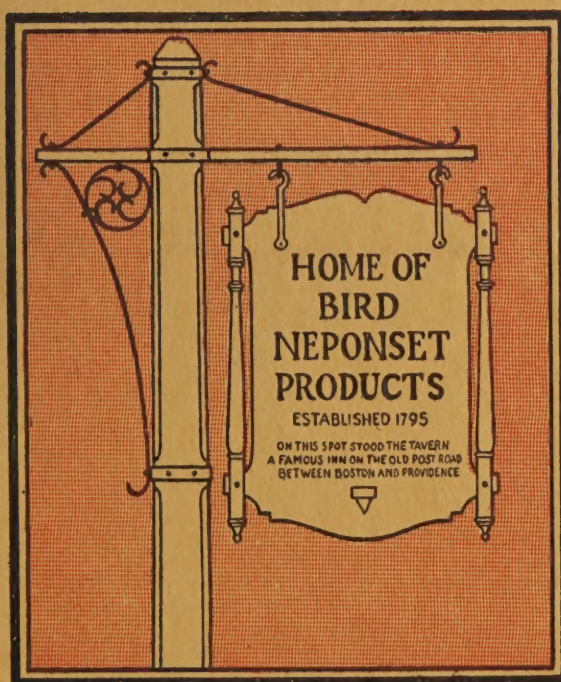
BIRD & SON, inc.

Established 1795

EAST WALPOLE, MASS.

The NEPONSET *Review*

Edited and Planned by Employees of
BIRD & SON, inc.,
East Walpole, Mass.



Floor Covering Quarterly

VOL. XIV NO. 4

APRIL 1926



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Established 1795

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Philadelphia,
Atlanta, San Francisco, Minneapolis,
Columbus

Warehouses
New York, Chicago, Philadelphia, Detroit,
St. Paul, Atlanta, Dallas, St. Louis, Indianapolis,
Houston, San Francisco, Seattle, Los Angeles

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Vice-President, PHILIP R. ALLEN

Sec. and Treas., HERBERT H. MILLER

General Sales Mgr., PHILIP R. ALLEN
Asst. to Vice-Pres., RICHARD C. FLOYD

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Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales Division
Manager, CHESTER H. ANDREWS
Special Paper Sales Division
Manager, ELMER H. BARTLETT

Western Roofing Division
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Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS
Asst. Treasurer and Credits, DIMON E. MERRILL
Auditor, AXEL H. ANDERSON

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Sec. and Treas., HERBERT H. MILLER

Eastern Manager, WILLIAM B. ROGERS, JR.

Western Manager, RALPH W. WESTCOTT

Pacific Coast Manager, L. W. PROUTY

Makers of Quality Products Since 1795

The NEPONSET REVIEW

George R. Wyman Tells Story of Western Trip

Annual Winter Vacation Includes Hollywood and Riverside, Cal., Journeys Through Panama Canal; Returns to Find Winter Still at Hand

FOLLOWING our recent practice of taking a vacation in the winter instead of the summer, we planned a trip this year to the Pacific Coast, covering in part the same itinerary that gave us so much pleasure in 1915, a report of which was published in the *Review* at that time.

Leaving East Walpole with the ground partly covered with snow, we started on our journey which, perhaps on account of our first trip, did not seem as long as usual. We passed through

that we have ever visited. Trees loaded with fruit, roses blooming along the highway, birds singing, although, as we found out from the old residents, the countryside was not at its best—but such a change from the winter scene at home.

At Riverside we spent two very pleasant weeks touring through what is probably as interesting a part of the United States as could be found, sometimes driving ourselves and sometimes being



Left, as Mr. Wyman saw the garden at Riverside, Cal.; and, right, how East Walpole looked on his return

Niagara Falls, Canada and Detroit, making a short stop at Chicago. There are many things that might be said about Chicago, but like my grand-daughter who described Chicago, in a school paper, as being a place where Bird & Son had a large plant, I had just one thing in my mind.

After a short stop, we proceeded through Kansas City to Williams, Arizona.

Our trip from Williams very soon became a climb towards the mountain tops—a steady upgrade until we reach the top of the great mountains which permitted us to look down on the desert valleys toward the Pacific Coast, a scene long to be remembered. Not a house or habitation in sight—just as far as the eye could see were sand dunes and sage brush—a scene which gave the impression of a country which had never been entered by human beings.

Our tickets read for Riverside, but we left our train at this point, finding our brother-in-law, Mr. Walter Webster, with his automobile waiting to drive us over the road to Riverside, which we found to be through the finest orange country

entertained by Mr. and Mrs. Charles Hamilton.

A great many of our people well remember Charlie Hamilton, formerly superintendent in the Box Factory, and one of the firm of Hamilton & Whitcomb of South Walpole. Charlie is now running a fine cafeteria, and has a beautiful home near one of the finest parks in the country. This park looked so beautiful to us that we stood on the street on which Mr. and Mrs. Hamilton's house is located and took a picture which we have included with our notes of the trip.

Wiley Newman and wife, formerly Anne Kimball of Bird & Son's Main Office, entertained us in their fine new California bungalow on the edge of the Aurora, just outside of the city, a beautiful spot with the largest display of flowers that we had noticed at any one place up to this time.

From Riverside we went to Los Angeles, driving over the Santa Anna Pass, visiting Long Beach, Venice, Santa Monica and returning over the Topanga Pass to Los Angeles. From Los Angeles to Beverly Hills is a very short distance. Many



Water sports on board the ship

very beautiful residences have been erected on the hillsides, including "Pickfair," the home of Mary Pickford and Douglas Fairbanks.

At Hollywood we made a search for Charlie Farrell, but found that it was easier to see him in the pictures in Boston or East Walpole than it was to find him at Hollywood, which we believe was due to the fact that he is rapidly climbing the ladder and is liable to be at any location at any time, other than at the Athletic Club where we expected to find him.

We left Los Angeles Harbor on February 1st on the Steamer Finland, going south for a trip through the Panama Canal to Havana, Cuba, and New York. The time from Los Angeles to Balboa was nine days.

One of the very popular pastimes on board was swimming. A large tank through which salt water was pouring all the time was located on the forward deck. Water sports were arranged by the committee which were very interesting—diving for coins or other articles, speed tests, balancing on a spar over the pool, which consisted of trying to knock each other off into the water, the best three times out of five winning, and many other stunts.

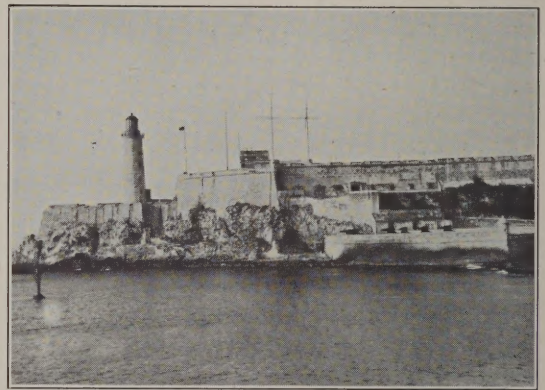
Twenty-four hours out of Los Angeles we got into our summer clothing and entered the warmer climate which had a temperature around 74 to 80 degrees. This did not decrease until we were out of the Gulf Stream, going north, some four-



View of a ship in the locks, Panama Canal

teen days later.

Starting through the Canal, we entered Miraflores Lock first, which is a two-step rise, carrying us to an elevation of 54 feet above the Pacific, where we entered Miraflores Lake, headed towards the Atlantic. Passing through the Lake, we soon came in sight of Pedro Miguel Lock, which is a one-step, carrying us upwards to a point 85 feet above the Pacific Ocean, to the level of Gatun Lake, which is the largest man-made lake in the whole world, covering 163 square miles. Gatun Lock is a three-step drop, going down towards the Atlantic Ocean, which was accomplished in a very short time, considering the size and weight of our ship. In fact, the whole proposition was so marvelous that we



Morro Castle, at entrance to Havana Harbor

hardly realized that it took us eight hours to go from the Pacific to the Atlantic side, a distance of fifty miles from deep water to deep water.

After a short stop at Christobal, we sailed over the Caribbean Sea to Havana. We entered the harbor at sunset, which showed up Morro Castle to advantage. Anchoring in the channel, we boarded lighters and were carried to the shore where we obtained automobiles for a trip through the city.

We were off to the ship again at midnight and proceeded to New York. This part of the trip was restful and safely carried out. Our first thought on docking in New York was to get to East Walpole as soon as possible, but, having received a radiogram on the ship, we proceeded to Bridgeport and New Haven, stopping over night, finally reaching East Walpole and our home.

Such a scene as we encountered! We will never forget the heaps of snow, the cold chill in the air and the terrific change from the Southern scenes that we had been enjoying for the previous few weeks. But like our trip in 1915, when it was over, we were glad that we had the privilege to see so much of the country, but even with the snow piles and the old New England chill, we were glad to be home.

Bird Club Activities

THE March entertainment was different. Report hath it that it went over very satisfactorily with the two hundred or so who attended. Mlle. Therese Quadri, as French as her name implies, sang simply, artlessly and genuinely, pretty little songs in French, Italian and English. Not only this, but in her delightful French accent she described both her songs and herself. A decided novelty, she was appreciatively received.

Henry Warren Poor gave us his illustrated lecture on the British Isles, showing one hundred or more interesting pictures and giving a scholarly description of the scenes.

It being Lent, there was no dancing.

As we write this, plans are forming for us to enjoy over again with Mr. George R. Wyman his recent trip to California and the Panama Canal.

The Bird Hall Entertainment in April will be given by some College Glee Club, if before that time we are able to land one of those for which we are now angling.

The tentative date is April 9. However, the situation may compel a change. Watch out for further announcements.

Paul Guttormsen gave us a real treat when he related on a recent evening at a Good Fellowship Meeting in the Clubhouse his experiences at sea during the late world unpleasantness. Mr. Guttormsen is a very modest man, but in his modest way he gave about fifty of us some thrills the like of which come only out of old sea dog's tales.

It was good stuff.

H. E. R.

Credit Union Gains 60 Members

THE Credit Union's efforts for new members were rewarded by the addition of nearly 60 new members during the month of March. This breaks all records for number of new members secured in any month of March.

While the benefits of membership have frequently been published, the following analysis of how the Credit Union works may prove interesting to Bird & Son workers.

Statement for March 1, 1926

The Credit Union owes to members..... \$49,559.17
This is money deposited by members. Assets must be so arranged as to be able to meet any request for payment.

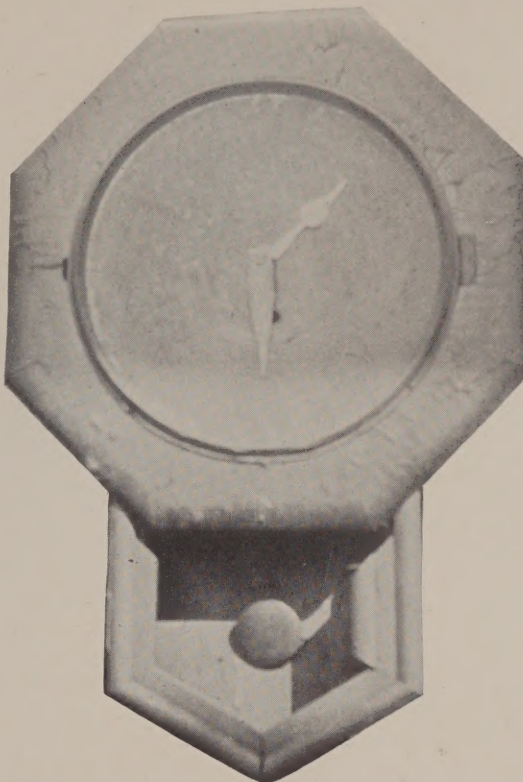
For this purpose we have:

(1) Cash.....	\$ 1,153.90
In United States currency.	
(2) Loans to individuals.....	31,817.76
Payable at a definite time in regular installments.	
(3) Bonds.....	22,097.05
Legal investments for Savings Banks in this state.	

\$55,068.71

(4) This leaves a surplus of..... \$5,509.54
Which might be called the "margin of safety."

Kerosene Revives Old Clock



The old clock, that is still "Tick-tocking"

FOR thirty years or so the old clock shown above has ticked away the hours between No. 4 and No. 5 machine in the Paper Mill. Its own hands, long since gone, have been replaced with hands made of paper. Recently the old clock ceased to function and was consigned to the junk-heap. A gallon of kerosene poured into the works, revived it. The event inspired the following poem:

One balmy day in '98—
Yes, I remember, that's the date—
My duties started as a clock,
My pendulum went tick-tock, tick-tock.

With numerals bold the hours I told]
To many a passer-by,
And very hard did I strive and strive
To keep good time at 4 and 5.

But there came a day as some of you know
When my pendulum faltered and failed to go
Sending the hands round my face in the usual way
So they took me down and threw me away.

Oh, sad was my plight, but happy the day
When a workman in passing perchanced to say,
"This clock has served us many a run,
Come, let us fix it, its work is not done."

So into my works they poured kerosene
And placed me again between the machines,
Now I'm ticking and tocking the usual way
Again to bid you the time of the day.

By A. R. M.

Bird & Son's Salesmen's Page

E. S. Davis Wins \$5.00 for Best Story

THE prize of five dollars for the best article for the *Review* from any Bird & Son salesman is hereby awarded to E. S. Davis, Ohio Building and Roofing salesman, for his story and picture given below.

We start with Davis' story and the picture of the dog he mentions. Did the buyer look like this, too? We'd hate to meet him if he does.

"I had an experience once which convinces me that facial expressions are not always significant.

"I had made up my mind to open an account in a small town if it took a week to do it. Entering the place of business which I selected as the best bet, I introduced myself to the



WOOF!

man in charge, who did not happen to be the buyer. Our conversation ran about as follows:

"Is the buyer in?"—"No, he's out."—"Out of town?"—"Doggon if I know."—"Will he be back this evening?"—"Doggon if I know, he may be out home."—"Can I get him on the phone?"—"Doggon if I know."

"I learned where the buyer lived and went out to his house, but only got as far as the front gate, being bluffed out by a very much alive bulldog that seemed to be in charge of the place. His heavy chain was loose and dragging on the ground, so I considered it good manners to pass up the prospect temporarily and return to his store.

"On re-entering the store the man in charge opened the conversation by asking me: 'Did you see him?'—"No."—"Not there, eh?"—"Don't know."—"How come?"—"Dog-on the porch."

"After a hearty laugh at my cowardice he assured me that 'that dog won't bite you,' whereupon I told him that if he did bite me it would be right here in his master's store.

"In a short time the buyer and his dog entered, with similar expressions. But the dog did not bite me and my respect for the dog on his own ground and admiration of the animal opened up a conversation which resulted in an initial order for a new account.

"It proved to me that it pays to 'stick around' and that it is not unwise to respect a man's hobby, whether it be football, baseball, prize fights or bulldogs, so long as we keep our own selling hobby uppermost in our minds, and not be cheated out of an interview with a prospect on account of a 'Sitting Bull' expression on the face of a 'doggon' dog or a buyer either.

"A barking dog won't bite as long as he keeps on barking, and a prospect is not lost as long as he keeps on talking."

Next in line comes a story from Holly Rice, Building and Roofing salesman in Eastern Pennsylvania. Holly had some doubt about the advisability of a "cub" as he calls himself speaking out in meetin', but if all the cubs can offer as good stories as this one, there'll be no objections.

"One cold morning at 5.45," says Holly, "I was awakened from peaceful slumbers by a jingle of the telephone in my room at the Lycoming Hotel, Williamsport, Pa., which meant I should make ready for the 7 o'clock train to Eckland.

"When the conductor collected my ticket he told me that I would have to change at Lawrenceville. So when we arrived there at 11.30 I asked the station agent about the other train as I could see no other train ready for departure. He told me that the train was being made up and would be ready to depart in a 'little while.'

"It was 12.30 before I was advised that the train was ready to go. I went out onto the platform to board the train, but I saw only a freight with a 1792 coach on the rear. But that was the train alright, so I parked myself as near the center of the coach as possible and we started off with only such jerks as these trains can give you.

"From Lawrenceville to Elkhart is only 12 miles, but it took us an hour and a half to get there, spending part of the time switching freight cars out of the train onto sidetrack at any and all way stations.

"The other train visiting Elkhart that day was supposed to depart for Lawrenceville at 1.30—15 minutes before we arrived. I was wondering how I would see my man and still make the train back. But the agent here told me it would be perhaps 2.30 before the other train left, so away I went in a hurry to find the dealer. His place was about three-quarters of a mile from the station, and walking was anything but good in a foot of snow.

"He wasn't there. I inquired as to where he might be and was told that he was over on the hill. I looked around and there were hills on all sides of me. I have been told on good authority that a salesman must not lose his head, so I braced up and started out in the direction of 'a' hill.

"After going about a quarter of a mile I met a team, and the happy thought occurred to me that perhaps I could get some information from the men on the sledge. I asked if they knew Mr. Beard, and oh, what a grand and glorious feeling when one said, "That's me"! Well, I hopped on the sledge



H. B. Lane's home during the winter storms

and went back with them. He wanted to load up first, so to expedite matters I began helping with two-by-fours, etc.

"You know, time was slipping rapidly by and 2.30 was approaching fast. Well, you can imagine my consternation at the possibility of missing the 'freight' back, when the dealer leisurely started the conversation about everything but roofing. He had specifications in mind for a mixed car but had written in saying he wanted to change them.

"Finally I got his shipping instructions—he didn't change the specifications after all—and hurried to the station expecting to be told that the only means of transportation had gone. I rounded the corner and saw it pulling away. I ran for it, made a flying tackle, and just made the step. The train stopped, then backed up and we sat on the siding for half an hour.

"While sitting there turning over in my mind the happenings of the day, I thought of a story I read some place. A North-west mounted policeman received his order from the sergeant, and left with the challenge 'Get your man.' After travelling for many days, exhausted by hunger and the elements, he finally tracked down his man. With revolver in hand he stealthily approached his quarry and got the drop on him.

"Ah," he said, 'at last I've got you, Red Mike. How about buying two tickets for the policeman's ball?"

Swinging over to Floor Covering for a moment, we have a little note and picture from H. B. Lane, Floor Covering. The photo of his home appears elsewhere. He says:

"The attached was taken by Mrs. Lane during a couple of hours let-up in the storm, while I was out battling this blizzard to get to destination selling Neponset Floor Covering. During our recent Jack Snow and Jack Frost visits I put in the Faucet display at the Fair Store in Cincinnati. The sidewalk was covered with ice and snow. The question was, 'Where does the water come from?' The results of the display were splendid."

Ed Gallup, Floor Covering, sent in the picture at the top of the next column. He says: "Here is a picture of me and my dog 'Nip-on-set' having lunch between carload orders."

I. S. Bailey, travelling Vermont on the Magic Rug, is brief but to the point: "Nothing to report, only oodles of snow, excellent maple syrup, and plenty of cream in the coffee—Vermont's specialties."

Art Bushell, Box salesman working the Connecticut territory, writes in to say that he has bought a new Dodge Special coupe to travel over the Nutmeg State, and adds: "Watch the Box division work nights(?)" He also submits the following, entitled, "How He Does It":

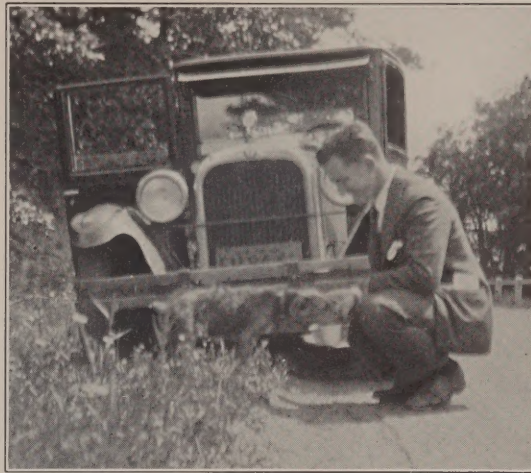
"A salesman friend of mine was recently induced to explain how he does it. He said, 'Well, I guess my main difference is this—I always regard a buyer's objections as something that stands in his way of making a good business move, rather than something which blocks my way to making a sale.'

C. P. Conger, Building and Roofing man in Missouri and part of Illinois, takes automobiles as his text, and submits the following thoughts:

"Energy and knowledge are the spark plugs of success, and enthusiasm is the ignition; will power is the self-starter and confidence is the juice that carries us up the hill. If you are thus equipped you are a quality salesman, therefore a salesman of quality.

"Order takers must be cranked and prices are his speed gears; the lower the price, the higher the speed. His spark plugs are clogged with doubts and his juice tank is punctured with 'cant's.' When he strikes raise in prices he backfires with complaints and must be towed.

"Fellows, let's clean the spark plugs, repair the juice tank and quit back-firing—Bird's boys are quality salesmen!"



Ed Gallup and "Nip-on-set" having a bite between carload orders

"That thought, it seems to me, makes a good cud to chew on. The salesman who feels that way is thoroughly sold on the value of what he has to offer. He used education rather than mere brute force.

"He keeps the other fellow in mind, rather than himself, all of which is conducive to the best practice in salesmanship."

Bagley, Floor Covering, sends in a good little testimonial for Bird's Rugs:

"The H. W. Robinson Co., Brockton, Mass., and the Garret Furniture Co., Westerly, R. I., report that the waterproof nature of Bird's Neponset Rugs has been proved beyond all doubts. During the thaws following our great February storms, water found its way into the cellars of both of these concerns.

"It so happened that the Neponset was stored in the direct path of the flood, but in both instances was not damaged in the least, while in the Garreth establishment quite a few rolls of other floor coverings were ruined."

While we're on Floor Covering, we might just mention that John Whitcomb was married March 11, at Ellsworth, Maine, to Ruth Nelson Whiting, daughter of Mr. and Mrs. William E. Whiting.

Joe Miller, Building and Roofing man in Wisconsin, was the man behind this novel display at a Lumber Dealers' Convention in Milwaukee. A clipping sent in by Mr. Wilson says:

"Mr. Miller displayed in a dozen places bird cages containing a bird. On each cage there was a card which read—'Watch Your Step, Go to Room 71 and hear the Bird Talk.'

"This aroused everybody's curiosity and on going to the room to hear the 'Bird Talk' they discovered a fine exhibit of Neponset products and Mr. Miller doing the 'bird' act.

"This was the most interesting feature of the exhibit, and was certainly a great success from the advertising point of view."

McLellon, selling for Bird & Son in Canada, sends in a poem, which we don't think at this present moment we have room for. He says: "I found this posted up in one of our hotels down here in New Brunswick, and though it might be of interest to readers of the Salesman's page of the *Neponset Review*."

If we won't use it this month, we will next.



Broadway and 42nd street, East Walpole

Suggestions

THE following suggestions were accepted at the meeting held on March 3:

Controllers on FFPM4 ovens	R. E. Alcott, FF
Split brass glands on waste water pump	John Bache, EMM
Use of heavier string on bundles	Martin Costello, FXR
8-inch handles for 2-wheeled trucks	Lewis A. Gammell, FFV
New springs on FXGM5 long feeder	D. J. Glazebrook, FXG
Motor for screens and savealls	Helge Holter, DPP
Lighter guides for FBPM5	George F. Jones, FBP
Change starting wheel to outside of No. 2 waxer	Patsy Long, FFF
Change in size and location of idler roll	James Loughman, FBP
Wider board for clamps	John Macchi, FFM
Electric signal bell on machine	John Medeiros, DPP
Clutch handle for No. 8 mixing tubs	Teodore Michienzie, FBP
Protection for rubber ductor blade	Teodore Michienzie, FBP
Operation of elevator control	Harold R. Miller, FBE
Hole to drain top of oil tanks	Charles Mutch, FXG
Covers for motors at FXG combiner	Charles Mutch, FXG
Rope and weight on No. 4 oven ventilation doors	Benjamin North, FFM
Raise fire door tracks	Victor Purdy, EMW
Reverse method of winding rug border	Charles Widgery, FFD

30

Mrs. Robertson Leaves Office After Sixteen Years' Service

AFTER sixteen years' service, Helen M. Robertson, assistant to P. H. Bailey, Roofing Sales Manager, left Bird & Son on February 26 to take up household duties.

Mrs. Robertson, who was at that time Helen Metcalf, came to Bird & Son in 1909 as a clerk at a salary of \$7.00 per week. By 1916 she had risen to a position in charge of the department work.

Her fellow workers presented her with a purse of gold upon her departure. Mrs. Robertson has sent the following note to the *Review*:

"I wish to thank all my friends who so kindly presented me with a gift of gold when I left Bird & Son's employ. It was greatly appreciated and will always be remembered.

Sincerely yours,
Helen M. Robertson."

Business Briefs

7. What is "Overhead" in the Manufacturing Business?

THE overhead of a business is the sum total of all the necessary expenses that must be incurred after the goods are made and before the actual cash is received for them. Overhead in different businesses is grouped in different ways. Consider all of the so-called General and Administrative expenses as one class of overhead; consider all Selling expenses which cover all elements necessary in the distribution of goods; a third group is that of Shipping and Storage, which is necessarily close to the mill, but an expense quite different from the manufacture of goods.

Together with the different items of expense as grouped above there are many things that must come out of profits and which may legitimately be considered as overhead in making up the total cost of goods on which selling prices are based. For example, there are financial charges such as interest on money borrowed, and the cost of Company finance. There are allowances in the way of adjustment with customers and freights that must be absorbed. There are unusual losses such as Idle Time, which means that many of the manufacturing burdens must be carried along and cannot be charged to any particular product made.

It can be taken as an axiom in business that the closer to the consumer a concern goes in selling its goods, the greater will be its overhead. Sales made to other manufacturers involve the least overhead. Sales made to jobbers naturally have less expense than when the sale is made to a retail store. The maximum of overhead is involved when the manufacturer attempts to sell to the consumer.

There is not definite rate of overhead, therefore, for a concern which may sell different products through different channels of distribution. There must be a separate rate of overhead applied from experience in order to correctly arrive at the figure of selling price for the class of trade involved.

30

E. M. B. A. Holds Million in Insurance

NEW figures are available on the ever-growing Employees' Mutual Benefit Association.

The total membership as of March 1 is 1749. These members, in all of Bird & Son's United States plants, hold insurance policies which total up to the amazing figure of \$1,073,250. Pretty good example of "every little bit added to what you've got—"

The standing of the East Walpole and Norwood plants as to percentage of membership was as follows on March 15: FB 100, FF 99, FX 98, DM 98, EM and ER 97, FX 1 and 2 97.

Accident Record Still Improving

THE accident record shows an improvement, so far this year, over the first part of last year. January, 1925, had 13 accidents, this year we had 8. During February of last year we had 12 lost-timers, this year we also reduced that number to 8. In March, 1925, there were 19 lost-time accidents. The record at this writing for March, 1926, shows an improvement also.

Floor Covering went through its first accident-less month for a long while, during February, FX 1 and 2 and EM-ER also had perfect records. DP had 2 accidents, FB had 2 and DM, DF, DV hit the bottom with 4.

Following is the record for February:

Dept.	No. of Emp.	Accidents	Days Lost	Per Cent
FF	268	0	0	1.000
FX 1 and 2	300	0	0	1.000
EM-ER	148	0	0	1.000
DP	189	2	9	.940
FB	221	2	17	.927
DM, DF, DV	233	4	44	.844



For Good Health—Read This

A sound mind in a sound body. The two are inseparable if good health is to be ours. Here is the first group of "Twenty Aids to Mental Health for Adults," by Henry B. Elkind, M. D., Dr. P. H., and Medical Director of Mass. Society for Mental Hygiene. The others will follow in later *Reviews*.

Try to Spend Less Than You Earn

Financial security helps to maintain good mental health. A savings bank account is a natural preventive of financial worry.

Divide Each Day into Three Periods: The First for Work, The Second for Recreation, Including Time for Meals, and The Third for Sleep.

Varying somewhat with conditions, one may divide the day into eight or nine hours for work; six, seven, or eight hours for recreation and meals, and eight or nine hours for sleep.

Be Sure to Exercise Daily

Function is necessary to the highest development of our body and its various organs. Exercise makes it possible to develop the highest degree of function; and the highest degree of functional activity of our organs is necessary for good mental health.

Work Hard and Play Hard

Sound sleep comes generally to those who have worked so hard and played so hard that they have a genuine feeling of fatigue at bed-time. Hard work is really a form of exercise. Sedentary workers, however, must get this exercise in some outside activity, such as gymnasium work, long walks, or other forms of recreation which involve exercise. Men and women over forty, however, should not lead a strenuous life. They should taper off in their activities.

Eat Regularly, Moderately, and Chew Your Food Slowly

This does not mean to "Fletcherize," but does mean thorough chewing of food. A balanced and mixed diet composed of a moderate amount of meat or fish, dairy products, cereals, fruits, and green vegetables makes for good physical health



which is necessary for good mental health. As for the use of tea or coffee, one cup daily will not harm the average person. Some may use more; a number should avoid either or both.

Take Good Care of Your Physical Health. Arrange to Have on Every Birthday a Thorough Health Examination By a Competent Physician.

This procedure will do much to insure good mental health, because good mental health depends fundamentally on good physical health.



On the Back of Your Safety Calendar

When you tear off the sheets of your Safety Calendar each month, do not throw the sheet away, but turn it over and read the First Aid instructions on the back.

These instructions cover all possible emergencies that may occur in home or shop, or while you are vacationing. They are simple and easy to understand. Your knowledge of them may at some time help to save a life.



"Cares"

The little cares that fretted me—

I lost them yesterday

Among the fields above the sea,

Among the winds at play,

Among the lowing of the herds,

The rustling of the trees,

Among the singing of the birds,

The humming of the bees.

The foolish fears of what might happen

I cast them all away

Among the clover-scented grass,

Among the new mown hay,

Among the husking of the corn

Where drowsy poppies nod,

Where ill thoughts die and good are born,

Out in the fields with God.

—Elizabeth Barrett Browning.

The NEPONSET REVIEW

Vol. XIV.

APRIL 1926

No. 4.

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Hamilton, Ont.; Philadelphia; San Francisco; Atlanta; Paris
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Printing Foreman, F. R. Meyer

This Issue

THIS month's *Review* is issued as the Floor Covering Quarterly. In addition to the usual sixteen pages, there is an additional eight-page supplement designed to be of particular interest to Floor Covering dealers throughout the country.

But we believe our fellow workers will find much to interest them in this supplement and trust also that our customers will learn something of the organization from the regular pages.

These quarterly numbers are issued with the definite purpose of making closer contacts between the company, its workers and its customers.

Autospring Fever

BOY, listen to that engine!

Smooth, what? Carbon out, valves ground, bearings tightened, regular spring clean-up. Corking day for a ride. Let's go!

On all sides do we hear the merry sound of motors being tested out, of the exultant song of the old bus as she finds clear going at last.

There are more cars on the road this year than ever before. What does this mean to you?

It should mean—be more careful than you ever have been. Last year 755 persons were killed in Massachusetts in auto accidents. Although the majority were pedestrians—448 were struck by autos—the state inspectors place the blame for the accident upon the driver of the vehicle in 539 cases, and upon the pedestrian in 126 cases.

In many accidents the pedestrian contributed to the cause. One hundred and eighteen were killed while running across the road.

Speed was still the factor that prevented the motorist from averting the accident. In 439 cases it was "too fast for conditions prevailing at the time." In 319 accidents inattention on the part of the operator was a factor.

Most of the accidents of last year happened under perfect conditions of weather and highway;

577 on a dry day, 508 on a straight road, 369 in the day time.

But why continue?

Surely it is worth while taking time to be careful. Try out your brakes and headlights before you start out. And if for no other reason than that of saving your own neck, **DRIVE CAREFULLY!**

—

Thinklet No. 1—New Series

DON'T be a yes yes man.

If you have any personality, any punch, any pep—produce it.

Any ideas—clarify them and get them over.

Only this way can you make the most of yourself.

If you believe that you must be a yes yes man, go to it, and be the best little yes yes man in out of the cold and wet.

But in the meantime while you are being that best possible little yes yes man, scratch your head more, dig in good and hard, try to dig up some positive ideas.

If you cannot do this, then you may as well be a vegetable, or a clam, or a drayhorse, as a man. Admit it and have done with it.

On the other hand, if you determine that you are really able to dig up an idea, be it ever so feeble, try it on somebody, even the dog—anything to make it vocal.

"Speak your latent conviction in hard words," said the sage, and we are lately learning that words are necessary to thought.

What we often call thinking is only an ingrained habit of saying "yes, yes" to many of the common, easy, trite, dull, sometimes wholly vicious current say so's. Or we idly dream, or listlessly wish, or let our minds carelessly wander at random and call it thinking. Thinking, however, necessitates clearly spoken, clearly written, at least clearly conceived words.

Would you check up your own positive mentality? Then take note of the words that you know how to and *do* use.

Would you grow, develop, increasingly enjoy the best that there is in the life of the human being? Then learn to literally eat and live on words.

Increase your vocabulary. Try some new easy ones. Then tackle some tough old hard ones. You will handle them very gingerly at first, but as acquaintance ripens into friendship with them, you will be so fascinated that you will want to widen your word circle. As you continue, you will find that you are soon putting new words into combinations. You are then really thinking. Your yes yes attitude wanes, your personality develops. You are on the way to positive manhood.

H. E. R.

The NEPONSET REVIEW

Floor Covering Dealers' Supplement

Block Room Works Out Neponset Patterns

Infinite Care and Delicate Hand Work Do Their Part in Creating Rug and Floor Covering Designs

MOST people, when they look at a Neponset Rug, or piece of Floor Covering, almost invariably ask, "How are they printed? How do you get such attractive designs?"

This is the story of that step in the manufacture of Bird's Rugs and Floor Covering which will answer, in part, these questions.

All Floor Covering, and this includes Rugs, is printed from blocks, which are locked on a huge print machine, a picture of which appears in the center pages of this issue.

These blocks, which are 2 or 3 yards long, according to whether they are to be used for 8/4 or



Figure 2, cutting a wood block

on the left in Figure 1, after tracing the blue parts, let us say, in the design, passes the paper over to the man on the right, who paints those particular parts on the block, ready for cutting.

The block is then taken to the cutter, who works as shown in Figure 2. All parts of the block are cut away except those indicated by the tracers.

Both this stage and the previous one require a high degree of skill and accuracy. The more in-



Figure 1, tracing and painting a part of the design

12/4 goods, are brought to the block room ready to be cut with the design which will later appear on the finished product.

The surface of the block is scored or grooved to a quarter inch depth with cuts about 10 to the inch. Vaults in which the moisture is kept at just the right degree are used to store the blocks until ready for use.

Previous to the first step in making the blocks is the working out of the design by our own artists. A section of the design is carefully drawn in full colors, and is sent to the block room, where it appears on the left in Figure 1.

The first process, shown in this picture, is that of tracing on a sheet of transparent paper all parts of the design having the same color. The man



Figure 3, making lead castings

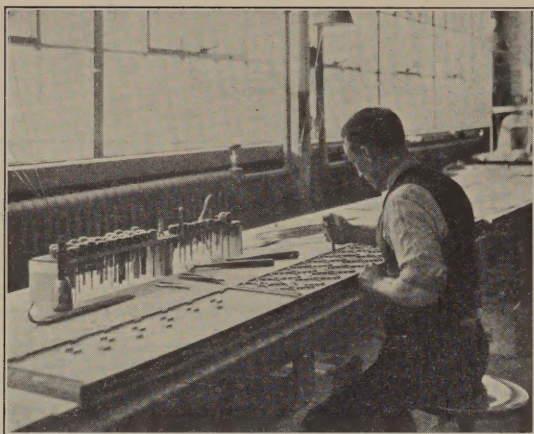


Figure 4, making a brass block

volved the pattern, the harder and more delicate the work. The cutter works with sharp chisel-like tools, cutting the grooved wood away around the parts that are painted, as you see in Figure 2.

Another method of block making is shown in Figure 3. Small metal castings are frequently used for those parts of the design which appear "stippled" or dotted, or where wavy lines are superimposed or overlayed over a solid color. The casting is made from a wooden mold, on the left in the picture, into which lead-like metal is poured, as shown on the right. Completed castings such as appear in the foreground are then fastened to plain wooden blocks.

Figure 4 shows the third method of making blocks. In this case the design is taken from the original drawing on transfer paper, from which it is transferred to the surface of the block. This method is used for the simpler Floor Covering patterns which have mostly outlines of squares, hexagons, etc. The pattern appears on these blocks, before they are cut, in an outline of the part of the design desired. The worker cuts along these lines, and then drives strips of brass, as shown, to follow the design.

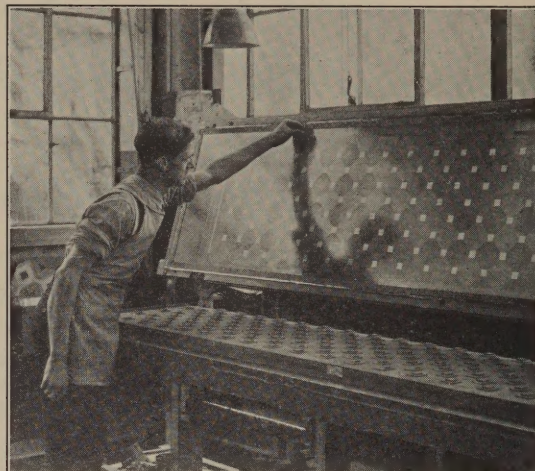


Figure 5, inspecting a finished block

Whichever method is used there must be a separate block for every color which appears in your Rug or strip of Floor Covering. When all the blocks for one Rug or Floor Covering pattern have been completed, they are taken to the testing table shown in Figure 5. Here each separate block, which represents a separate color and part of the design is painted with that color. An oiled silk screen is then laid over the block and the design is transferred to the silk, as the picture shows.

Careful comparison with the original drawing follows each operation here. Any slight variation will spoil the pattern, since with any such variation the block would not "register" or print in its proper place, when locked on the print machine. When inspection of all blocks has been completed the set is ready for the machine.

For a ten-color rug, twenty blocks or two complete sets are made. From design to finished set is a matter of from six weeks to two months work.

It is slow, careful work, the results of which are shown in the superior patterns of Bird's Rugs and Floor Covering.

Sales Managers Report Outlook Prosperous

"ALTHOUGH somewhat late in starting, due to unfavorable weather conditions, the spring season is now well under way," says H. E. Sawyer, Jr., Sales Manager of Bird & Son Sales Corporation. "Orders are coming in daily at a very satisfactory rate."

Bird & Son recently announced to all of its customers that the present prices on Neponset Rugs, 8/4 and 12/4 will remain in effect throughout the fall season, that is, up to November 1, 1926. "With this assurance," says Mr. Sawyer, "merchants handling the Neponset line of Floor

Covering products are perfectly safe in carrying a well rounded stock."

Mr. Sawyer finds that the demand for cheap material, which was so widespread earlier in the season, has died out. This demand seemed to be largely artificial, and so far as can be judged has had no effect on the sale of our Neponset products.

"There is every reason to anticipate a satisfactory volume of business for the balance of the year," he says in closing. "Merchants' stocks are not heavy. A number of manufacturers, including ourselves, have announced firm prices

for the next six months. All things considered, we look forward to a very satisfactory year."

Reporting for the Eastern Division, of which he is manager, W. B. Rogers says that 1926 is now far enough advanced to give us firm proof that our optimism at the beginning of the year was well founded. Shipments in the Eastern Division have exceeded those of the same period for last year.

Commenting on the favorable outlook for 1926, Mr. Rogers remarks: "We like to feel that this condition is brought about not only through the quality of our merchandise, the attractiveness of our patterns and the fairness of our price, but through the interest, service and help which we give to our customers, both retail and wholesale, in building up a satisfactory and profitable business on our line.

"We take this opportunity to thank our customers in the Eastern Division for this increased business, and to express our appreciation of the present relations existing between us."

R. W. Westcott, Western Manager, takes a backward look before commenting on prospects for 1926. "As we look over the record for last year," he says, "we feel, everything taken into consideration, that the Western Division has reason to be proud. 1925 showed a gain over 1924 in spite of adverse conditions in the industry at large.

"Since the opening of the spring season, November 1, sales have shown a marked increase," he continues. "This is due partly to the exceptionally fine additions to the Neponset line of patterns, and partly due to several important changes in our sales policy, which have met with popular response from our dealers.

"We want to take this occasion to express publicly our appreciation of the splendid work which is being done by the wholesale and retail distributors of Bird's Neponset Rugs and Floor Coverings. Without their good will and active co-operation, our business could not be a success.

"The personnel of our own sales force is the best it has ever been and we are fully confident that the rest of 1926 will show even much better results than the months that have already passed.

"We believe that every year sees Bird's Neponset Floor Covering products better known by the consuming public, more highly considered by our distributors, and actually a better value in appearance, durability and salability. Bird & Son jealously seeks to secure and maintain the good will of its trade in the greatest degree possible.

The Western Division wishes its dealers and the rest of Bird & Son a most successful 1926."



Floor Covering Mill and Office Executives: Back row, left to right: F. W. Smith, Engineer; W. B. Rogers, Eastern Manager; J. F. Maguire, Chief Chemist; J. E. Alcott, Designer. Front row, left to right: E. M. Lines, Superintendent, Norwood Plants; H. E. Sawyer, Jr., Sales Manager; R. M. Wight, Assistant Superintendent, Floor Covering Plant. Insert, left: L. W. Prouty, Pacific Coast Manager; Insert, right: R. W. Westcott, Western Manager.

The newest of our offices is at San Francisco. L. W. Prouty, Pacific Coast Manager, reports from the Golden Gate as follows: The way of the pioneer has been westward. The Pacific Division is the youngest division and we are, in a sense, pioneering. The fascination of accomplishment in new fields does much to minimize difficulties.

Wherever "Neponset" products have been used we find a reputation for quality. This is our most valuable asset.

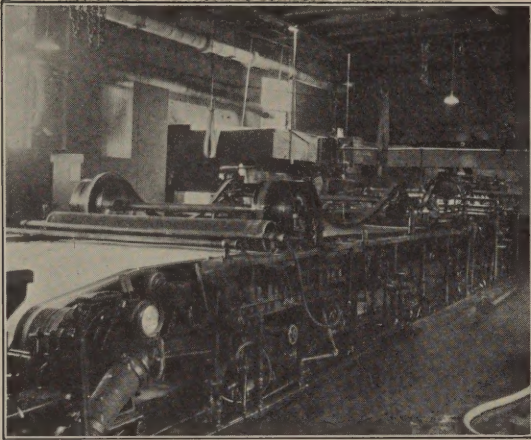
Generally speaking, our program for 1926 calls for more intensive work. We have more men, are calling on dealers more often and are striving to render better service. Competition is keen, but stimulating. We confidently expect to obtain a larger share of business in 1926.

Prosperity in western states depends mainly on the extractive industries—agriculture, oil, and lumbering. There is possibly less diversification than in some parts of the country. Population is more scattered. On the other hand, individual consumption is greater.

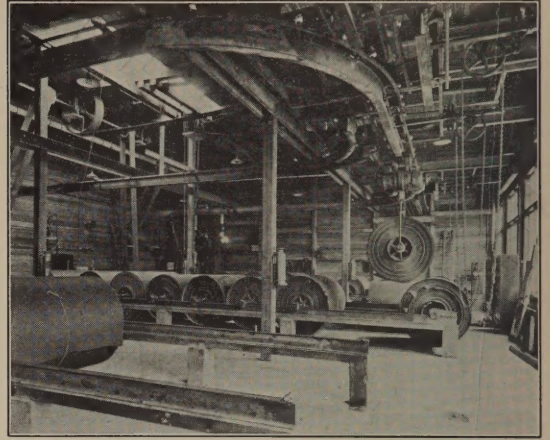
Westerners are boosters—each for his business, his locality, and his state. Future growth of the Pacific Coast district will be tremendous. Natural resources are great; the climate is ideal; there is room and opportunity for many times the present population. It is predicted that San Francisco will surpass New York as a port. Business conditions are good.

It is our hope that the activities of Bird & Son will play an increasing part in this development.

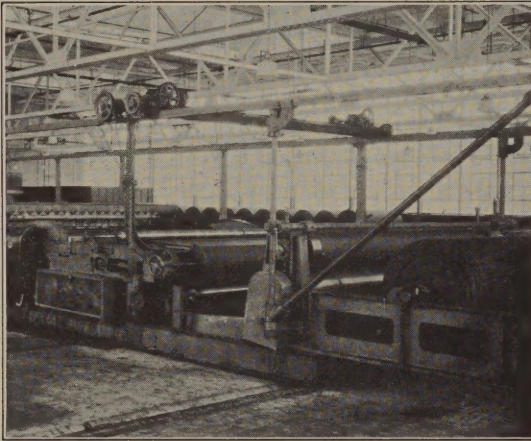
A Twelve Step Trip from Start



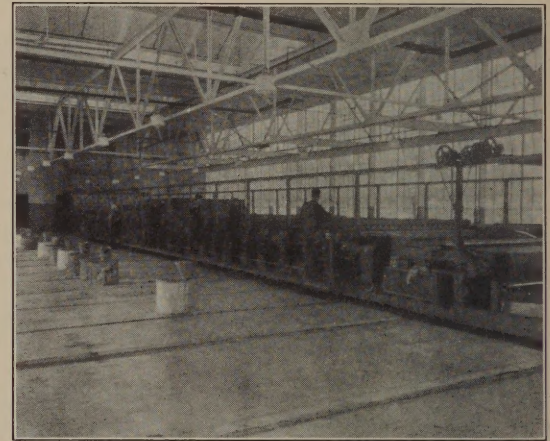
1. The felt used as the base for Bird's Rugs is made on a paper machine, part of which is shown above. The "stock," or felt fibers, is formed on the endless wire screen shown above into a web or sheet. It is then passed through squeeze rolls, driers and calenders, coming out on the other end as clean dry felt.



2. The felt is cut into rolls and shipped to our Norwood mills. The first process here is that of waterproofing the felt by passing it through a tank of asphalt. The rolls of saturated felt, which contain about 1500 square yards, are then taken to the storage room.



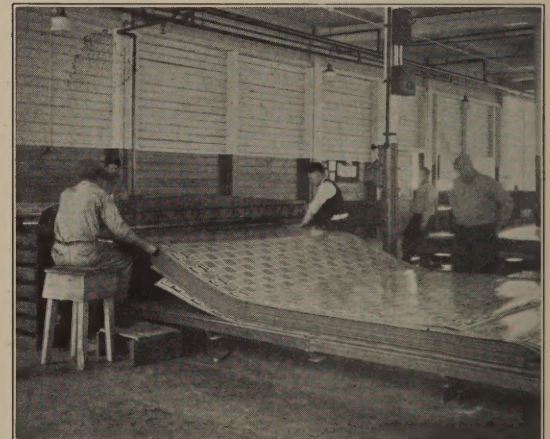
5. The undercoated felt now comes, in rolls, to the print machine. The felt comes off the roll, as shown on the right in the picture, and passes in a continuous sheet along the flat bed of the machine. Above this bed is arranged a series of printing blocks. Each block prints one color.



6. As the felt moves forward and the blocks are raised after each impression, color boxes pass beneath the blocks and give them a fresh supply of paint. When the pattern has been completely printed, the Floor Covering comes off the machine as shown on the left.

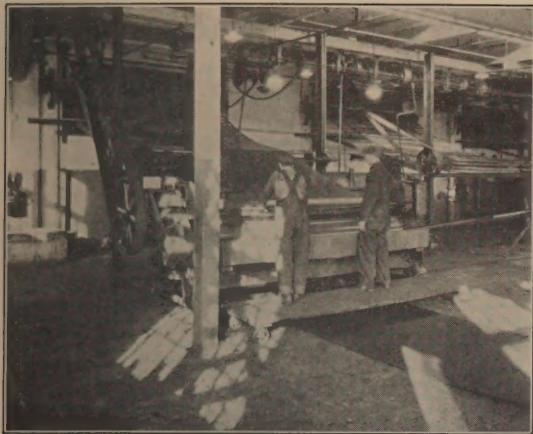


9. The Floor Covering comes through the waxer and runs along the top of this table, where it is thoroughly inspected. In these rooms the lighting is so arranged as to give full illumination from both sides and from the top, making the process of inspection both easy and certain.



10. Rolls of Rugs, after coming from the waxer, go to the rug chopper, which cuts them off into single Rugs. This process gives an opportunity for inspecting each Rug as it comes out. In this and the preceding picture note how the glossy finish on the goods reflects the light.

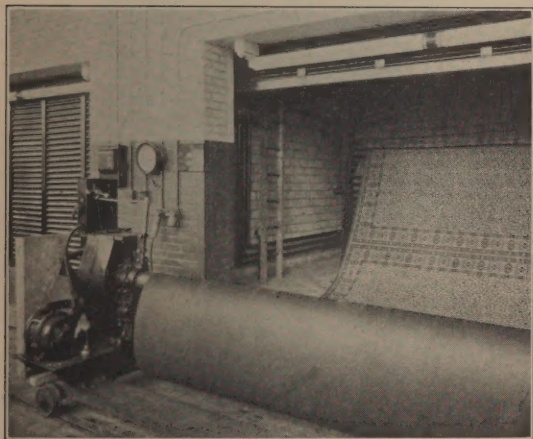
to Finish in Making Bird's Rugs



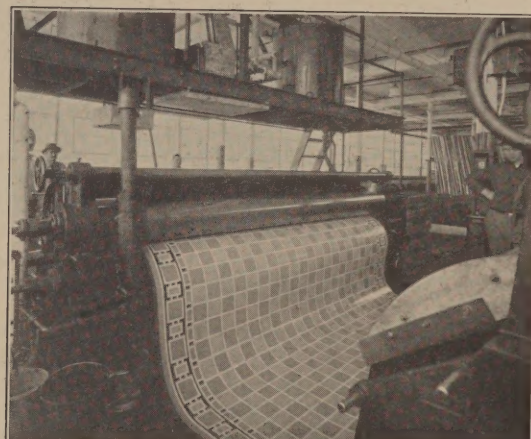
3. After saturation and drying the felt is ready for the first or "undercoat" of paint. Upon leaving the undercoating machine, shown in the picture, the felt goes into huge ovens, holding two miles and a half of material, hung in great loops. Here the undercoat is thoroughly baked.



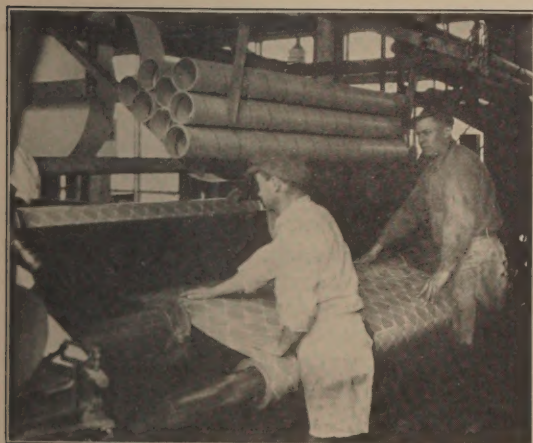
4. In the meantime the color mixers have been at work. A superior high gloss paint is made here, from the highest grade selected materials. We make all our own paints, and are the second largest manufacturers in New England, and the largest producing solely for our own use.



7. From the print machines the Floor Covering is pulled into huge flat ovens where it is held for nearly a week at a high temperature. This bakes the paint into the hard, resistant surface for which Bird's Rugs are famous. After baking, the Floor Covering is pulled out of the ovens and wound into rolls.



8. The rolls are now run through the waxing machine which gives Bird Rugs and Floor Covering the red-waxed back, which as you know is an exclusive feature of Bird & Son's goods. The wax is applied in a liquid state by a roll which is under the rug shown in the picture.



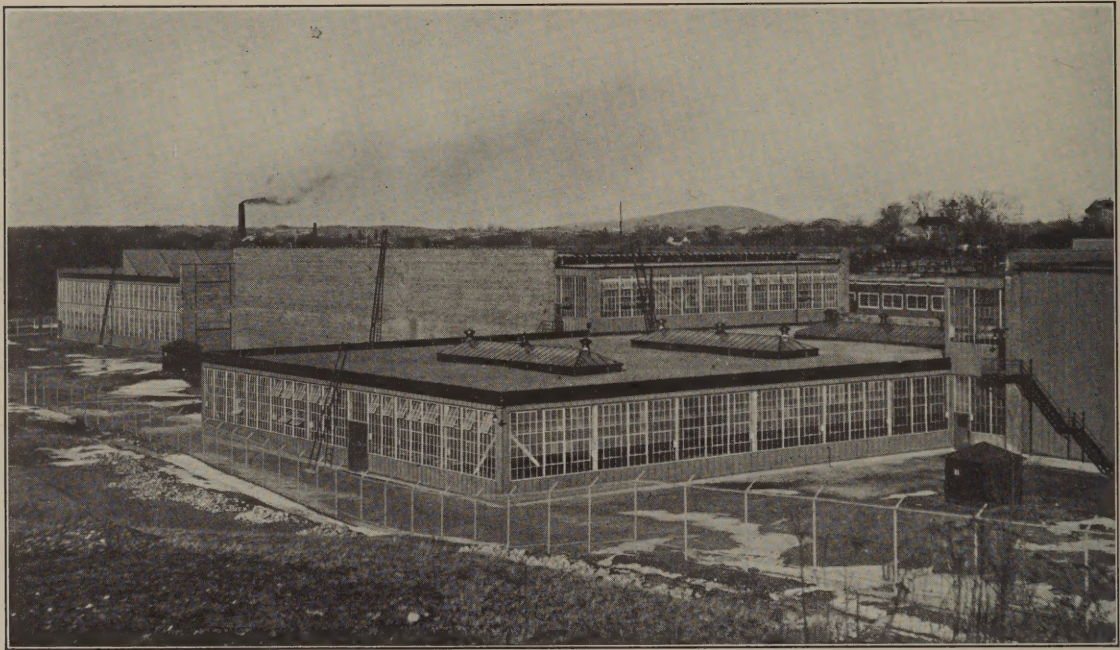
11. Both Rugs and Floor Covering are now wound on rolls and carefully wrapped, ready for shipment. The Bird method of winding, wrapping and making the cores is the result of patient research to determine the strongest packing. The Rugs and Floor Covering are now protected for long, hard travel.



12. Finally, the shipping of the goods is handled right at the mill. The finished goods are kept in bins until ready to ship. Power trucks then carry the goods to the freight cars, where they are carefully loaded and sent to the four corners of the country.

Enlarged Norwood Plant Ready For All Demands

Research and Testing Laboratories Guard Bird Standard of Quality



New Unit, Norwood Floor Covering Plant

WITH increased facilities for production and added space for storage and shipping, the Floor Covering plant is ready as never before to serve the wants of Bird & Son customers.

It was about a year ago that work was first started on a complete additional unit for the production of Floor Covering and Rugs. A picture of the completed buildings accompanies this article.

On the left, as you look at the picture, is the print room. Here is housed the new print machine, two pictures of which appear in the center pages of this issue. The Floor Covering, under-coated and ready to be printed, arrives at the far end of this room. Storage space is provided here for a full twenty-four hours' supply of rolls of Floor Covering, insuring uninterrupted production at all times.

The Floor Covering moves through the print machine, as described on pages 4 and 5, toward the center of the picture, where you will see the large brick building that houses the ovens. The ovens themselves are about 200 feet long. After having been baked, the Floor Covering is pulled out of the ovens by machinery which is located in the small glass-enclosed building at the end of the ovens.

Here it is wound into rolls and moved along to the finishing room, the building directly in the

foreground. In this room all Rugs are waxed, cut, inspected and rolled for shipment.

At the right of the picture is the end of the "No. 3" unit, of which the new or "No. 4" is an improved duplicate. Production in both units moves toward the finishing room in the center. These two units, taken together, measure over 1000 feet from end to end.

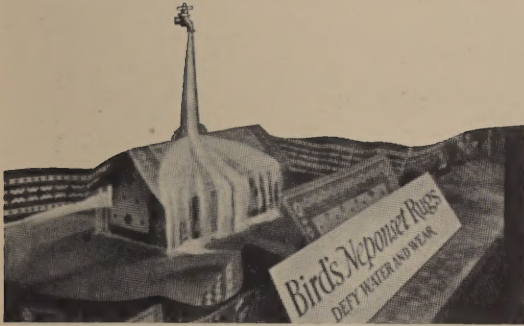
With all this expansion in manufacturing facilities it is still as true as ever that the product of Bird & Son mills is well under control. The constant watch over quality and the search for better ways of doing things is never halted for a moment.

In the Research Laboratory numerous studies are always under way. In the Testing Laboratory every shipment of raw material coming to the mills is thoroughly tested to make sure that it comes up to standard specifications before it is accepted for use in our products. In addition, the product as it moves through each process is being checked constantly to make sure that it will be worthy of the Neponset trade-mark.

The neat, clean cut and attractive appearance of these and other buildings of the Bird plants are the outward manifestation of the whole organization which is working together with splendid co-operation to produce a quality product which shall be worthy of the name of "Bird's."

Faucet Display Is Window Feature For 1926

**New Magic Rug Advertisement to Appear in Ladies' Home Journal
and Women's Home Companion**



Above, The Faucet Display, feature window for 1926. At right, The Magic Rug advertisement, which will be run in the Ladies' Home Journal and Woman's Home Companion. This is also furnished to dealers in window cards and posters.



The Magic Rug of the Twentieth Century

Magie! It's cleaned with a few whisks of a dry mop.
Magie! It's made on a felt base with an enamel-like surface in a score of patterns and colors.

Magie! It's made absolutely waterproof to insure long wear.
Magie! It's sold at retail in room sizes from \$9 to \$18 because of enormous production.

If every woman knew what every present owner knows, every house would have a Bird's Neponset Rug.
If any salesman says "It's Bird's" that's really all you need to know. Look for the patented red wax back.

BIRD & SON, Inc.
Established 1793
Manufacturers of Bird's Twin Shingles, Bird's Patent Roofing, Bird's Design Roofing, Bird's Black Building Paper, and Bird's Wall Board.

NEW YORK	CHICAGO	DALLAS
PHILADELPHIA	DETROIT	CLEVELAND
ATLANTA	ST. PAUL	SEATTLE
SAN FRANCISCO	LOS ANGELES	

Primaries in Full Size Floor Coverings
EAST WALL BOARD, MASS.

San Francisco Los Angeles EAST WALPOLE, MASS. NEW YORK, N.Y.

Bird's Rugs

DEFY WATER AND WEAR

BIRD
RUGS
PRODUCTS

MADE IN U.S.A.

EACH year it is our intention to provide new, unusual window displays for our Neponset dealers' use—window displays that attract through favorable impression and which lead to successful sales.

The 1924 feature, "The Live Duck Display," consisted of a pond made from a 7½ x 9 rug filled with water, and a miniature house covered with Neponset Floor Covering with a run leading into the water. A number of live ducklings gave the necessary action to the window's drawing power. This display is now well known, of course, and has proved to be exceptionally popular.

The 1926 feature is "The Faucet Display." It is proving even more successful than last year's feature.

The Faucet Display Unit is shipped complete, in its specially designed case, to the store, with the necessary cut-outs and posters for the Neponset window and department display. A faucet, hanging apparently unsupported in the air, pouring water over the roof of a miniature Neponset house, is the center of attraction.

Where the water comes from, and where it goes, is always an interesting problem, and even after the method is known and the problem is solved, it still proves an interesting spectacle. The display demonstrates the waterproof property of Bird's Neponset Floor Covering and the mystery

of the source of the water is compelling in its attraction.

The "Magic Rug" of the Twentieth Century is the newest advertising feature. The descriptive name is appropriate because of the waterproof and stainproof features of the product. A large poster and four smaller ones with a giant poster comprise an interesting group for window and department displays.

For our direct mail service this year we have arranged a double page letter. The inside pages show the complete rug line in colors together with an appropriate center cut and copy.

The front page is reserved for the dealer's copy and name. The copy may be the dealer's own or we will furnish sample copy on request. The only cost to the dealer is for postage. Our service includes imprinting of dealer's name, addressing envelopes and printing special copy, folding and, when requested, mailing the letters direct from East Walpole or sending them to the dealer's post office to be mailed from there.

The direct mail campaign with an attractive window has proved a most effective means of conducting a successful sale.

It is our desire to help our dealers in every way, and our salesmen are concerned not only with their sales to you but also with your sales to the consumers.

East to West in Window and Interior Displays



Top left, Naval Stores Equipment Co. Booth, Donaldsville, La.; Right, Interior display at Schreck Bros., Auburn, N. Y.; Below, A duck display in window of Gilmer's, Inc., Greensboro, N. C.; Center left, A waterwheel display, Homer Weaving Works, Chicago, Ill.; Right, Display outside Bird and Son's San Francisco Office; Lower left, Novel battleship in window of Sturtevant's, Zanesville, Ohio; Right, A Brager window, Baltimore, Md.

Library

FOR these coming rainy evenings there is nothing like a good book to pass away the time.

We have a good selection this month, including the following:

Non-Fiction

The Man Nobody Knows
They Who Walk in the Wilds
Harbours of Memory
First Aid to the Opera-Goer
Study of the History of Music
Labor Relations in Industry
Printers' Rollers

Barton
Roberts
McFee
Watkins
Dickinson
Hoopingartner
Bingham

Stories

Vanishing American
Perennial Bachelor
Glorious Apollo
Dark Chapter
Across the Campus
The Conqueror
Thunder on the Left
Love
One Increasing Purpose
Little Ships
Emily Climbs
Thursday's Child
Patricia Ellen

Grey
Parrish
Barrington
Rath
Fuller
Atherton
Morley
Arnim
Hutchinson
Norris
Montgomery
Wiltshire
Wiltshire



Veterans' Service List

WE give below a list of those whose fifth, tenth, and fifteenth anniversaries come during April, together with the names of our veterans who complete over twenty years of service during this month:

			Yrs.
John Smith	Paper Mill	Apr. 9, 1879	47
Maurice A'Hearn	Retired	Apr. 1, 1881	45
Michael Reardon	Box Shop	Apr. 4, 1894	32
Frank Fisher	Inspection	Apr. 3, 1895	31
John Linnehan	Paper Mill	Apr. 7, 1897	29
George Doderer	Paper Mill	Apr. 17, 1897	29
John Hale	Paper Mill	Apr. 11, 1899	27
Edward Bonner	Paper Mill	Apr. 1, 1900	26
Kenneth McLennon	Paper Mill	Apr. 9, 1900	26
George W. Towle, Jr.	CE Sales	Apr. 1, 1901	25
Michael Powers	Maintenance	Apr. 5, 1901	25
Mary Sline	Retired	Apr. 11, 1901	25
Coleman Howe	Paper Mill	Apr. 21, 1901	25
Fred W. Shepard	Maintenance	Apr. 1, 1902	24
John Spillane	Paper Mill	Apr. 9, 1902	24
Patrick Connolly	Paper Mill	Apr. 19, 1902	24
Gustaf Johnson	Bldg. and Rfg.	Apr. 1, 1903	23
Patrick Hessian	Maintenance	Apr. 4, 1903	23
H. Dobbins	Roofing Sales	Apr. 25, 1903	23
James Twedie	Retired	Apr. 9, 1904	22
John Maguire	Paper Mill	Apr. 4, 1911	15
Philias LaLiberty	Box Shop	Apr. 10, 1916	10
Klemens Kaseter	Box Shop	Apr. 22, 1916	10
E. M. Lines	Supt. Norwood Plants	Apr. 1, 1921	5
Thomas Benson	Roofing Sales	Apr. 11, 1921	5



Teacher: "Does your father pray, Susie?"

Susie: "Yes, teacher. When we sat down to supper last night, the first thing he said was 'Good Lord! We've got beans again.'"



The Jolly Rogers

Here we have the Jolly Rogers,
A bird that knocks them dead,
With flaming tie that hits your eye
And makes his breast all red.

He flies throughout the eastern states,
This bold, bad buccaneer;
And his words of honey take your money,
And no one sheds a tear.

He gives you rugs that "can't be beat."
They wear and wear and wear;
And as you praise his taking ways,
He steals your household care.

One always can distinguish him
And pick him from the pack;
There's none so fine, and genuine
Without the red waxed back.

—Mike and Ike.

This is the tenth number of the Bird Cage series and Mike and Ike still live. However, we strongly suspect that one of these days some one will drop some bug killer on them and there will be peace and quiet in the family once more.



Think! don't expect the boss to do it for you.

Thank God you're not perfect. Think how terribly lonesome you'd be.

A mule cannot pull while he is kicking and he cannot kick when he is pulling. Neither can you.

Notes From Plants and Offices

Paper Mills East Walpole

J. E. Curran
W. J. Quinn
M. B. Lee

J. J. Burke
J. H. Maguire
R. E. Koebe

Maude E. Kaler

John Keefe of DVX1 sang at the St. Patrick's Day time at the Norwood Civic, March 17.

Signs of Spring—Arthur Hassler is thinking of taking Henry out of storage and commuting between East Walpole and Norfolk.



Spring hits the Paper Mill

If Fulton of the FB bowling team could hit the pins the way he can pick out rubbers, the FB team would have finished first in the league.

We extend our sympathies to John Blazonis, DMB, on the death of his wife during the month.

DMT is slowly whipping its talent into shape for an entertainment at the Bird Club.

Joe Kane can sing the "Three Blind Mice."

Dockray will probably favor us with a whistling solo, "The Prisoner's Song."

John Costello has his harmonica all oiled up for the occasion.

John Donahue will probably give an exhibition dance as he copped a medal in that line on St. Patrick's night in Norwood.

Bill Landy has had his Spring pruning done—a haircut, shave and his moustache trimmed neatly. Quite a change, Bill, you look twenty years younger.

Patrick Connolly of DMB started training for the marathon recently. He put in four and a half hours covering North Walpole, Norwood and a part of Dedham. Most of the runners use lemon, but Pat used Sen-Sen and said he would like to start back over the same course.

Congratulations to Mr. and Mrs. John Burke, who are entertaining a brand new little girl at their house.

John Curran was laying down off the job for a week. No, John isn't lazy—he was in bed with the grippe.

Jack Sullivan says that his radio is working perfectly. Only time he gets static is when Bartley is chewing tobacco.

Charlie Knaus has been confined to his home with the grippe.

Bob Morse, DVX1, now carries a rabbit's foot in his pocket. What's the big idea?

On Thursday, March 4, Mr. and Mrs. Wiggin celebrated their fifteenth wedding anniversary with friends at Framingham.

The outside gang at DVX1 is now known as the Big Brother Gang, since John Nolan has joined them.

Bill Head must be jealous of Mr. Morse and his rabbit's foot, for one morning recently he took off his cap and showed the boys a live mouse he had been carrying.

During March John Kirby lost about a week due to illness. This is the first time John has lost a day for that reason during his twenty-five years with Bird & Son.

Leonard Small has forsaken his Ford coupe for a Rollins.

Jim Kivlin did not miss his date for seven-forty at East Walpole Square, but he did miss his collar and necktie after reaching the office.

We extend our sympathies to L. A. O'Rourke, PL, in his recent bereavement.

Found? One blue leather powder compact, Lionel Brand, found reposing on Hub Thompson's desk. A refill is needed, otherwise the fixings are complete. Owner may have article by proving property in person.

Signs of Spring! One of Gene Connolly's cigar butts was recently picked up by an East Walpole boy who thought it was a marble. Percentage of waste and defective always very low.

Our sympathies are extended to Warren Kumblad of Department PL in the loss of his father, March 5.

Roland Johnson tells us that travelling to Wrentham in a Ford since the February storms is much like crossing a newly ploughed field. He ought to try one of Henry's tractors.

John Saulen, PL, expects to stand in front of the microphone in the near future with his latest song hit entitled, "When You and I Were Young Maggie." If practice makes perfect, John is there, and radio fans should watch the papers for broadcasting date. Don't miss the treat, it's good.

Walter Sword, DMPM3, has put his winter to good advantage taking a correspondence course on the subject, "How to Catch Fish."

Arthur Dodderer, DMPM5, has gone into the auto wrecking business.

Mike Burke, DMB, as a side occupation, is looking after all stray dogs in the community. He picks them up especially on rainy nights. Persons knowing of such dogs had better get in touch with Mike. "Service" is his middle name.

Carl Schaier is not going to be outclassed by Walter Sword and Mike Burke in their fish and dog business, and he follows



Juggling Raw Stock



Noon hour "roosters," East Walpole Square

the birds. Carl wishes to capture the honor of having the longest list giving names of the arrival of Spring chirpers, so he goes to bed early and is up at the crack of dawn. He has probably seen a robin building a nest in a snow bank.

Box Shops

Malcolm Mars
Herman Lauble
John O'Donnell
A. J. Duncan

Curtis Boyden
W. J. Downing
Annie S. Richardson
James Dine

John Clancy

Helvee Lehtonen, Molly Keelin, Henrietta Florest and Nora O'Malley of FXK have donned the "Hollywood smocks." Mary Feeney has been confined to her house for the last few weeks with a cold.

Nora Rafuse has been transferred from FXK to FXR.

Howard Johnson and John Morrison of FFD have been transferred to FXK.

Loren Murphy of FFR is filling Patsy Ditomaso's place while he is out on the sick list.

Antonio Wosnick, FX1, passed the board and obtained his naturalization papers with flying colors. His quick thinking on the following questions just saved him from defeat: "Who was the President of the U. S. previous to Coolidge?" And Wosnick, after some deep thought finally brightened up and replied, "Oh, well, he's dead." In reply to the question "Who is the representative from this district?" Antonio said, "Oh, yes, James Lawyer."

James Laskey of FXC is receiving congratulations on the arrival of a nine-pound boy at his home.

John Goonan has returned from a nine-months visit to Ireland.

Bill Quinn has become the manager of Mike Brown's son of Canton, the sensational amateur pugilist. Bill Quinn can be seen almost any morning running over the hills of Sharon, with "Kid" Brown. If the boxer's career in the professional ring equals his amateur showing, Bill stands a fine chance of becoming as famous as Jack Kearns as manager of a world's champion. Bill has received many tips on the game from an old-timer, Jim Salmon, a man who has seen the best and is a remarkable fine judge of boxing.

A new sample maker for FX1 arrived recently. He is Francis Edward Donlan, Jr., weight 8 pounds.

Miss Dower contemplates moving to South Walpole as soon as the roads are thawed out.

Maintenance

J. A. Sheehan
John Mailand

W. O. Koehler
J. R. Burhoe

We are glad to see John Bache at work again after a week's illness.

Nils Lindequist has left EMG and is now learning how to cut blocks at FF. Wooden ones, not stone.

Michael Flaherty is back at work again. Glad to see you, Mike.

Wallace Duncan, formerly of EMM, has joined the police force.

Alex McDonald is now located in his new home at 245 Pleasant street.

After keeping us in suspense for months on end, Bill Koehler of EF disappeared one day, and the next thing we heard was that he had been married, March 18, to Miss Sophie E. Oppermann, at The Little Church Around the Corner, New York City. Congratulations!

J. H. Bowers, J. H. McNeely and Alex McDonald, all of whom are well known in the business and scientific world, have started out on a new venture. They guarantee, for a consideration, to rejuvenate old radio tubes. Age does not matter. The scientific grafting of monkey glands by these eminent engineers will restore the hoariest tube to a sprightly catching of everything in the air.

Frazer of ERB has purchased the house at 221 Pleasant Street, as a residence.

Our Chief Engineer, Paul A. Guttormsen, has been ill, but is improving very rapidly and we are looking forward to seeing him again soon.

Work has been started on the new Jordan room, where the old heater room is now located.

Gus Hagman, formerly of EMM, visited the plant the other day after having spent the Winter in California. He is looking well, and expects to sail for his old home in Sweden some time this month.

Winifred Schaier of EF is sporting a brand new Ford touring car.

Jack Smith has been much disturbed trying to decide whether to get a new car or not. So to settle the matter he said if his chariot would climb Corey Hill on high, no new car. If it couldn't, yes. Jack and the Essex went up on high—or so Jack says.

Gus Hills of PN is sporting a new Chevrolet coupe.

S. B. Montgomery has been out for some time recuperating from an operation. We hope to see him back on the job again soon.

By rights the closing item in this month's collection of notes should be draped in black. Ah, yes, we mourn, we mourn! For Timmins' car is dead! The gray-beards among us wag their heads and speak sadly of the day when it was young and full of life. Great-great-grandfather of so many Buicks that have themselves passed to the great beyond, Happy's car seemed destined to live forever. But alas! Happy called up the junk man the other day and said, "Take it away and give it decent burial, I could not do the deed myself."

Phillipsdale

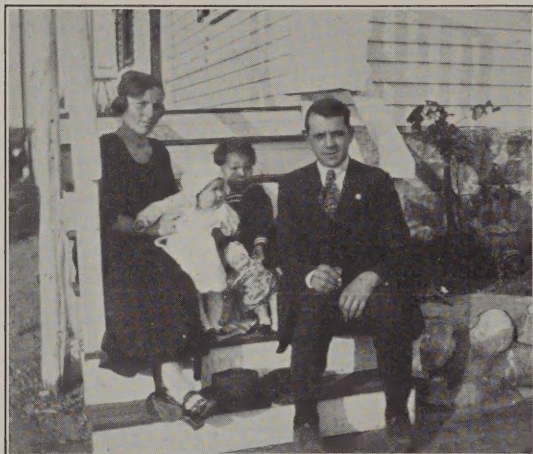
R. H. Salisbury

D. S. Lowry

J. H. Nolan

Well, we certainly turned out to be an awful bunch of oil cans during the first month of the Paper Mill Safety Contest. We had no less than two lost-time accidents—a total that DP hasn't had for a long time.

Our only chance to redeem ourselves is to go easy the rest of the months of the contest with the hope that things won't be so bad in the end. We don't want to get a reputation



August Petrova, FXR, and family

throughout the country of being careless workers, but we certainly will if we don't stand high in this contest.

Our Mr. Holter has been appointed distributor for western Phillipsdale of a certain kind of extension light for automobiles, Chevrolets et al. If we can come to terms between now and next month we might tell you if it's any good or not.

Last month FB cast reflections on us for letting a Netherlands ten-cent piece get by in the finished felt. We took the matter up with Leslie Howard who tells us that it wasn't any good anyhow. He had tried for over a week to cash it and couldn't get away with it.

On the evening of March 22, John Bargaust and his set from DPC joined the elite at an opera party held at the Empire Theater in Providence. We don't know in just what language the opera was sung, but as John says, one doesn't need to know three or four languages to appreciate the entertainment offered at the Empire. We understand that Charlie Riley was to be allowed to go along if he would promise to shave within a week beforehand. We haven't heard if he did go or not. Some fellows expect too much.

While we're on society items we mustn't forget to give mention to the party Messrs. Harrington, Pierson and Gill had one night at one of the fictic emporiums of the outlying districts. We are told that things were rather tame until one of the fellows started to feed peanuts to Gill and then—but we shouldn't make fun of him for we'll all be old some day and lose our teeth too.

Our new beater is now "on the line" and is plugging right along. One of its most interesting attributes is its ability to give those who come too close a becoming coat of enlarged white freckles.

Not to be outdone by pet monkeys, etc., Henry Cameron is now foster father or mother, which ever it should be, to a sparrow that shows up every day in the engine room just as Henry comes on. We are told that the sparrow will do anything Henry wants him, or her, to do except sing the "Prisoner's Song," which shows that even sparrows have some sense.

The last month or so has been a bad time for sickness, with as many as four and five men out in a single department. The worst case is that of Joseph Russo who has been out since

the first big snow storm with pneumonia. We are glad to hear that he is improving and expects to be back in two or three weeks.

One of the sure signs of Spring, along with Spring fever and the "flu," is the appearance of new cars around the mill. The first ones this season, the Dodge sedan of Arthur Curry's and the Essex coach of Willie Banks, look rather nice.

Roofing Mills

Norwood

H. A. Dresser

C. J. Watson

H. F. Everett

L. M. Pratt

Charles Savage

Mr. and Mrs. Walter Cyr are receiving congratulations on the birth of a son, March 21.

Bill O'Donnell, our enterprising storekeeper, bought a new Ford—almost.

James Porshinsky has our heartfelt sympathy on the loss of his infant daughter.

Doc Watson has moved from 56 Parkway to 155 Winslow avenue, Norwood.

Charlie Savage has been drawn as juror for the April term of the Superior Court at Dedham.

Congratulations to Charlie Purpura, back-tender on No. 5 saturation machine. On Thursday, March 4, the long-legged bird left a baby girl on his door-step. This makes an even half-dozen stops this biped has made.

Hamilton

H. E. Davenport

Miss L. O. Stephenson

H. Coutts

Our Maritime men have sent us lengthy newspaper clippings reporting a very severe winter in the Maritime. Also these snow scenes, but wish to impress upon everyone that this year is very exceptional as there has not been as much snow and as many bad storms in the Maritime for many years. They tell us they have a delightful Summer and Autumn climate, and invite tourists to come and confirm this for themselves.

A suggestion from Roside Bedard, at Pont Rouge, has been accepted this month regarding changing of steam line to prevent freezing.

We extend to Harry Coutts of the Laboratory our kindest thoughts in the loss of his brother.

Mr. Hunt, head of our Maintenance Department, reports that our Coating Mixer will be ready for use by the time this is in print.

Famous Sayings Gleaned from the Mill by Famous People

W. Clark	What the hair oil.
W. Smylie	Says I.
H. Balch	What? Oh don't tell me that.
C. Delavergn	Do you hear a knock?
B. Page	I told you so.
C. Bryce	Let 'em come.
V. Bailey	Splice cut out.
E. Gibb	How's your cigarettes?

The men about the plant are thinking of putting on a little play soon called "The Covered Wagon" (New Chevrolet Sedan).

Cast of Characters

C. Delavergn	Owner
W. Clark	Instructor
E. Gibb	1st Mechanic
W. Grisdale	2nd Mechanic

Windi-City-Zephyrs

W. W. Wilson

Mrs. G. Prairie

B. H. Roberts

Frank Young, our Logansport, Indiana, dealer was in recently, as was Paul Dahm, now of the Fort Wayne Builders, Supply Company in Fort Wayne, Indiana.

"Mark" Hanna, our Cost Accountant, after figuring interest, depreciation, insurance, obsolescence, occupancy and use, etc., has just purchased a Chevrolet coach.

The two machines have "kicked in" with several "non-stop" runs, as well as one "record breaker," this past month.

Mr. and Mrs. Arthur Julian's new baby boy's calling card reads: Arthur Russell Julian—weight 7½ lbs. His daddy is on our No. 1 Machine Crew.

With both machines running, and the addition of the Hexagonal Twins to our line of shingles, we're looking for a "big" year and from present indications it will come.

We welcome Miss M. G. Nisbet and Miss A. Conway into our Office Accounting organization this month.

We have accepted the challenge of the Chicago Floor Covering Office and will bowl them next week at the Illinois Athletic Club. Special wires will be run from the alleys to all the local broadcasting stations. "B. J." Overholt, as leader of the 76th Street outfit" is having a hard time selecting a team that can average 125.

E. A. Tuscher, our Built-Up Roofing Sales Manager, has finally decided that two can live as cheaply as one. It was a shock to all who knew him, but, nevertheless, we wish him a long, happy and prosperous married life.

"B. J." Overholt, our Purchasing Agent, has bought a Buick, but he is going to hang on to his "Shove or Lay"—probably they wouldn't even let it remain there.

He who hesitates is lost—that's what E. A. Tuscher thought Thursday, March 11, when he decided to get married and completed his plans at 8.30 that evening. We all congratulate him and wish him health, wealth and happiness. Something sure is wrong when E. A. Tuscher gives the office boy fifteen cents for three two-cent stamps.

We are pleased to welcome the Misses Nesbit and Conmay into the Bird family. Miss Conmay is taking Goldie Sandberg's place in the Credit Department.

Hanna, our Cost Accountant, has just recently purchased a new Chevrolet coach. A word to the wise is sufficient, please leave a few telephone poles. We were very sorry to lose the Misses Sandberg and McCarthy after many years of good service.

Floor Covering Plant

Norwood

L. J. Latham
William Boyden
L. R. Bernier

G. L. Staples
Carl Johnson
Stuart Nickerson

Zen Babeck and Santo Damico are all set now. They have the low-down on a theatrical booking agency. Expect to see them break out almost any day on the Keith Circuit.

George Goodwin, FFR, did his stuff in the "big parade" in South Boston, March 17, together with several others from Floor Covering.

FFR looks like a busy place now that the tube machine and the new nailing machine have been moved in. They are attracting a lot of attention.

Spring must be here. Many of the FFR boys are sporting close haircuts.

Anyone seeking advice on the purchase of a Chevrolet, stop in and ask Frank Mumblow of FFM.

Carl Brennan of FFD is back again with FFP. Glad to see you back, Carl.

At the recent election held in Westwood, our own Mr. Rouillard was elected as one of the three auditors of the town. Some day we hope to see him mayor.

One of the principal subjects of discussion in FFR office these days is Charles Miller's new radio.

Boy—Page Diogenes.

Leo Bernier of FFRV boasts of having accomplished what the old boy carrying the lantern couldn't do. He's found an honest man.

Francis Monihan, who, incidentally, has kissed the Blarney Stone, walked along FFRV platform, picked up a large roll of bills, counted it and then very quietly found the owner, Dominic Angelo, and returned it to him. Dominic's grin of



Winter in Amherst, N. S.

joy remained on his face all day. The only disturbing part of the whole thing was Dominic's remark, "If any one else peek heem up I no catch," which doesn't throw any roses at the rest of the gang.

Sergeants Frank Tohosky and Alex Beanneas of Company G, 101st Infantry, took part in the Evacuation Day Parade, March 17.

We welcome Ed Daley to our ranks. Ed succeeds Ted Maddern, who has transferred to 3M.

Chicago Floor Covering

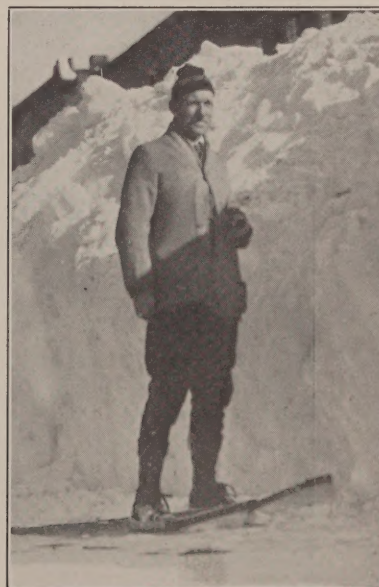
B. I. Hindmarsh

Lillian Moe

Our March issue of the *Review* had no more arrived in the windy city than the writer's telephone rang and B. J. Overholt, Purchasing Agent of the 76th St. Roofing Division, was on the other end of the line and promptly accepted the bowling charge hurled at the twin shinglers by the wax backers. This much looked forward to match will be run off at the I. A. C. very shortly.

The latest addition to the Chicago Floor Covering family is Miss Maloney who is doing general typing and office work.

Several changes in salesmen's territories have recently taken place. Mr. Knapp has taken over most of the territory formerly covered by Mr. Peterson, and Mr. Kent has added



Almost everyone travels this way in Canada



Street in Moncton, N. B.

the territory around Shreveport, La., to his territory.

Mr. Spaulding is now headquartering and centering his activities around Kansas City, at which point we have recently opened a warehouse.

Mr. Coey has moved South from Dakota down into Omaha and surrounding territory.

Bagley has moved his family to Cedar Rapids. This is practically the center of his territory and should prove very convenient for him. Both Bagley and Red Smith have invested in a new Chevrolet coach. Some people do insist on having big cars so they can ride around in style and luxury.

Red Smith was recently out in North Dakota and writes that he had to drive 36 miles across the river on a railroad bridge in order to get to a town only 8 miles away. The ferry was frozen up and the last people who tried to drive across the river on the ice went through.

The Chicago warehouse, until a few days ago, has looked almost as vacant as a Scottish village on tag day. Under the able supervision of Tom Marshall the warehouse huskies have shipped out a lot of merchandise in the last six weeks. Business is good.

We are beginning to get touches of Spring now and then which bring visions of tennis to Westcott, golf to W. K. Smith and Bill O'Connell, baseball to Hindmarsh, fishing to Battle and vacations to the rest. These early Spring apparitions are of short duration, however, as a typical March snow storm usually interrupts such pleasant thoughts.

The office has an awful time keeping up with Mr. Canright.



MacCool, Clark and "company" of Hamilton

He travels fast, far and frequent, and has already installed a large number of window displays in the Southern Division. The following comment made by the Alamo Peck Furniture Co. of San Antonio, shows that this type of work is greatly appreciated by our dealers. Quoting this concern—"This has been a very successful sale for this season of year. Your Mr. Kent rendered valuable assistance that we appreciate."

O'Connell is bound to break into print. An illustrated article appeared in a recent issue of Selling News issued by the Dartnell Corporation, "Dealer's Truck Featured Sales."

The decorated truck mentioned in the article belonged to the Lorel Rug Cleaners, Inc., an enterprising Neponset dealer on the north side of Chicago.

Rubicam, Knapp, Keeler and Kent have shown how close cooperation with Mr. Canright can turn over a flock of Neponset in this window trimming act. Down at Houston Kent and Canright cleaned out the warehouse. Whose warehouse is next?

C. B. Rubicam had the misfortune to break his wrist; this was some time ago, but the wrist hasn't healed properly and is still giving trouble. We understand that this occurred while playing golf and that Rubicam is the author of a book soon to be published "What you shouldn't do on the golf links."

We are all very glad to hear that R. W. Keeler's boy, who has had double pneumonia, and C. D. Knapp's little girl, who has likewise been very ill, are both showing great improvement and seem to be rapidly regaining their normal health.

A great deal of interest is being shown by the men in the Stamp of Honor Campaign, which is based on the percentage of 9 x 12 rug quota attained during the months of February and March. At the present writing, with nearly three-quarters of the time gone, the four leaders are as follows:

W. F. Bagley	104%
H. Hagenbuckle	77%
W. K. Smith	72%
C. D. Knapp	70%

The Chicago District is leading with Northwestern District second. It looks as though quite a few of the men will win the brief case by reaching 100% of their quota. It is still very doubtful as to who will win the Gladstone bag.

MacChesney says he was enjoying poor health for a few days recently. The coal in Southern Illinois is so soft that some of the more inspired chefs have a knack of camouflaging it in the hot cakes making them rather hard to digest.

San Francisco Office

Mrs Mary Kersey

B. W. Davis, our representative in Washington and Oregon territory, was married on February 25 to Helen Gertrude Leeper. Part of his honeymoon was spent working smaller towns in Southern Oregon. This is our idea of an ambitious salesman.

Our dealer in Santa Barbara, Ferguson Furniture Company, celebrated the opening of a new store on March 10. Their previous place of business was destroyed in the earthquake. The new store is exceptionally fine. It is in the Spanish architectural style and embodies many original ideas of Mr. A. K. Ferguson. We hope to have a picture of the new store for the next issue.

Frank T. Haymen, our representative in Southern California and Arizona, has resigned. H. A. Williams is the new man. He is already well acquainted in that territory and we expect a flood of orders.

We have noticed that Mr. Southwick looked particularly happy during the last week. There is a reason—special visitors from the East.

Lillian Carter has recently joined our office force. Her duties include sales correspondence, handling of orders and stenographic work.

There has been a heavy rainfall in the Pacific States during the first two months of the year. This makes the farmers happy. It practically insures good business.

San Francisco is known as the Bagdad of the West. It is a real marketing center. It is also a great export point. We have been negotiating with some buyers from Japan. Occasionally we receive a cablegram from Honolulu when a rush shipment is desired.

Main Office

M. J. Hawkins
Margaret Poff
Helena G. White
Ethel Duncan
P. F. Breen
M. E. Tarr
Beatrice Foster

Margaret Dalton
O. C. Turkington
Mary A. Concannon
Ella M. Dalton
R. S. Abbott
A. V. Wilson
Helen Lovering

F. J. Spang

Frank Randall has joined the force at AW in the Cost Department.

Mrs. Florence Hoyt, AS, left recently.

Miss Corbin has been transferred from AH to AS.

Charles Griffin of East Dedham, formerly with the Edison Company in Boston, is now working in AC.

The Onion Club has been started among the main office people. The slogan of the club seems to be, "Do you know your onions?" Meetings held weekly, and are entirely social gatherings.

We were glad to see Mr. Benson, who has had a leave of absence for the past four months, at the office Monday, March 8. Mr. Benson has returned to his territory in New York.

M. F. Hewins has taken over a new territory which has been made in Southern New York.

A. J. Potter has taken over C. A. Canty's territory in Southern Maine and Southeastern New Hampshire.

Mr. Mahon has taken over the territory formerly covered by W. A. Nicholson in Western Pennsylvania.

Holly Rice has taken over the territory formerly covered by Mr. Waltman in Eastern Pennsylvania.

Miss Field was presented with a beautiful bouquet of roses on her 15th anniversary with Bird & Son, inc., February 26.

Fifteen seats have been booked by some of the "Fair Sex" of the office for the "Lotus Quartette Concert" to be given at Tremont Temple on April 12. This is a one-sided party but nevertheless we are sure a "good time will be enjoyed by all."

Miss Ruggles bought a 1922 Ford Sedan. Lloyd "Barney Oldfield" Dearborn taught her how to drive. When she went up to get her license she put the car in neutral, threw it into low, then let the pedal back and, while engine raced, wondered why she didn't pass. Cost, \$2.00. Barney is a good teacher.

Ruth Arel captured the first prize, a \$2.50 gold piece at a costume party in Brockton, March 24.

Emid Odell has joined the force in the Filing Department.

Mae Lovell of the Filing Department has left Bird & Son to take a more responsible position with the Holliston Mills.

Herb Johnson has painted his car a deep maroon color. It looks great at 45 miles per hour.

Elsie Smith is taking a course at the Boston School of Filing, and finds it very interesting and instructive.

Some additional reasons why Bird's Rugs are the "Magic Rugs of the Twentieth Century":

E. D. Huggard..... the "Print"
J. E. Alcott..... the "Designs"
J. F. Maguire..... the "Wear"
B. H. Bailey..... the "Works"

Card of Thanks

I wish to thank the workers in FXP and FXR, and the firm of Bird & Son, inc. for the many kindnesses shown me in my recent bereavement.

Mrs. William Cherry.

"All true opinions are living, and show their life by being capable of nourishment, therefore of change."—Ruskin.

"All men are individual and unique, and through long ranges of comparison, superior and inferior upon countless scores."—H. G. Wells.

"Adversity often hatches the true nobility of character."
—George Ade.



Florence and Dorothy, daughters of Henry Morman, Chicago, Master Mechanic. Florence is in the Chicago Stenographic Department

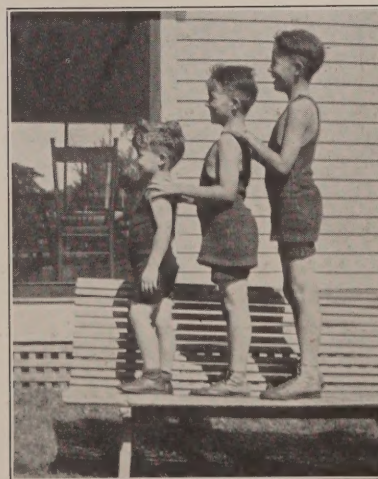
M. S. Peabody is the name, not Lloyd Hughes. After his first month the young ladies have recovered somewhat and work is being resumed in the office.

C. E. Gilpatric has joined the forces of the "Dictaphone Players."

John Whitcomb left on the "Honeymoon Express" for the Blue Hill mountains of Virginia (on the trail of Neponset business). Here's luck to Mr. and Mrs.

From undisclosed sources comes the following note: "The James W. Brine Co., sporting goods, recently conferred a great honor on P. H. Bailey, when they singled him out with an invitation to take part at a putting and driving contest they had a short time ago.

"It is a darn shame that a thing of this kind should go unnoticed and I am sure that Samuel Hutchinson, J. Edward Downes and some of the other golf enthusiasts would take great pleasure in reading a short line about this in the Neponset Review."



Dick, Bob and Bill, Jr., Wilson, taken at Whitehall, Mich., last summer

New Box Shop Wins Title in Bird & Son Bowling League



FX1 Bowling Team. Back row—left to right, John Keefe, Howard White, Ernest Koebe. Front row—left to right, Harold Higgins, Edward Hall, Charles Very

THE No. 1 Box Shop and Office team came through the winners in the annual competition between Bird & Son department teams. There were four teams in the league, one each from the No. 1 Box Shop and Office, Floor Covering, No. 2 Box Shop and Maintenance, and Building and Roofing.

Floor Covering finished second, and No. 2 Box Shop and Maintenance third.

At a banquet held March 20 at the United States Hotel, Mr. Wyman gave a short talk emphasizing the importance and value of athletics in industrial plants, and then awarded prizes to the winners as follows:

Number 1 Box Shop and Office, \$30 for the team; Floor Covering, \$20 for the team; No. 2 Box Shop and Maintenance, \$10 for the team; James Dine, first high individual average, 96.07, \$10; Clarence Mattson, second high individual average, 94.26, \$7.00; Howard White, third high individual average, 93.36, \$5; Charles Flowers, high individual three-string total, 332, \$6.00; Harold Higgins, high individual single string, 132, \$4.00; J. Keefe, M. McCoglan, T. Costello and J. Graham, three-string total on each team, \$3.00 each; No. 1 Box Shop and Office, high team three-string total, 1469, \$6.00; No. 1 Box Shop and Office, high team single string, 527, \$5.00.

Guests at the banquet, which was followed by a theatre party, included S. W. Smith, R. M. Wight, E. L. Chamberlain, D. A. Chase and B. D. Rogers.

Bird Basket Ball Team Has Successful Initial Season

THE Bird & Son Basket Ball Team, playing its first season, decisively defeated a majority of its opponents in a season of 18 games, lasting a good part of the winter. The Bird basketballers won 11 games and lost 7. They scored 651 points to their opponents' 595.

Considering that this is the first season we have ever had a basket ball team, and that consequently

none of the men had ever played together as a body, this record is little short of remarkable. Credit must go to backs and forwards both for their good work, and to the team as a whole for playing through a hard schedule, with many of the games away from home. The fair play and sportsmanship shown was far above the average.

Following is the individual record of members of the team:

	Games Played	Goals	Fouls	Points
Wright, lf.....	17	111	15	237
Tarr c.....	17	100	19	219
Garner rf.....	16	25	2	52
Campbell rb.....	12	22	4	48
Hiller rf.....	9	20	0	40
Giandomenico rf.....	6	16	0	32
Gladding lb.....	13	7	3	17
Hanley rb.....	12	2	2	6

30

Bird & Son Bowlers Leading as Industrial Season Closes

THE Bird & Son Bowling Team annexed the championship in the Industrial Bowling League this year. With 51 matches won and only 17 lost, and a high team three-string total of 1475, the Bird bowlers easily led the league.

Following is the final standing:

Team	Won	Lost
Bird & Son.....	51	17
Berwick & Smith.....	38	26
Hollingsworth & Vose.....	40	28
Winslow Bros.....	38	30
Curity.....	34	30
Fleming.....	30	34
American Glue.....	26	38
Bird Machine.....	23	37
Cushing.....	4	60

High team three-string total, Bird & Son, 1475; second, Plimpton, 1451. High single strings, O'Leary, Hollingsworth & Vose and Dine, Bird & Son, 137; Rice, Hollingsworth & Vose, 136; Blancach, Plimpton, 133. High three-string totals, Dine, 369; Coughlin, 340; Keen, 334.

30

Bird Dealer Wins Fiddlers' Contest

Horace Jones, a Bird & Son dealer of long standing in Bath, Me., won first prize recently in an old-time fiddlers' contest at the Babcock Theatre.

He received many congratulations on his accomplishment, more of which are now extended by the *Review*.

30

For Rent at Lake Archer

Summer Cottage, 7 rooms. Bungalow, 5 rooms. Screened in porches, electric lights, town water and fireplaces. Ready to occupy May 1 to October 12. Reasonable rent. Apply to John Carson, Hotel Norwood, Norwood, Mass.

30

To Lease at Lake Sunapee, N. H.

New, six-room, furnished bungalow with sleeping porch. Will lease by day, week, month or season. Rates reasonable; terms on request. No inquiries during office hours. Write or telephone. Charlotte C. Bedell, The Hermitage, East Walpole. Telephone, Walpole 8419-R.



BIRD NEPONSET PRODUCTS



Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases NEPONSET Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Black Tube Paper Torch Paper
Bird Wadding Gray Index Cardboard Jacquard Board
Felt Papers for Special Purposes

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Hexagonal Twins Lock-Butt Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating

BIRD & SON, inc.

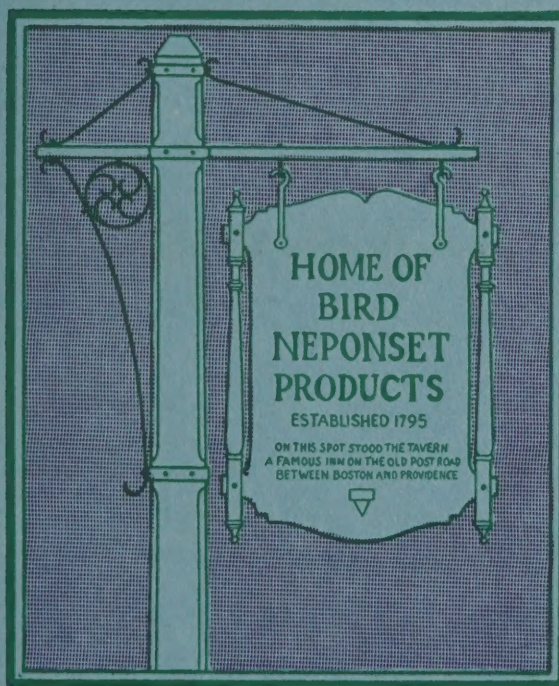
Established 1795

EAST WALPOLE, MASS.



The NEPONSET *Review*

Edited and Planned by Employees of
BIRD & SON, inc.,
East Walpole, Mass.



VOL. XIV NO. 5

MAY 1926



BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.



Paper Mills

East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.; Chicago, Ill.

Box Factories

East Walpole, Mass.

Executive Offices

East Walpole, Massachusetts

Branch Offices

Boston, New York, Chicago, Philadelphia,
Atlanta, San Francisco, Minneapolis,
Columbus

Warehouses

New York, Chicago, Philadelphia, Detroit,
St. Paul, Atlanta, Dallas, St. Louis, Indianapolis,
Houston, San Francisco, Seattle, Los Angeles

Officers and Directors

President CHARLES S. BIRD

Vice-President, PHILIP R. ALLEN

Sec. and Treas., HERBERT H. MILLER

General Sales Mgr., PHILIP R. ALLEN
Asst. to Vice-Pres., RICHARD C. FLOYD

Roofing Sales Division

Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales Division

Manager, CHESTER H. ANDREWS

Special Paper Sales Division

Manager, ELMER H. BARTLETT

Western Roofing Division

Manager, FREDERICK H. HIRD
Assistant, WILLIAM W. WILSON
Superintendent Chicago Plant, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, DONALD A. CHASE

General Manufacturing Mgr., GEORGE R. WYMAN
Asst. Manufacturing Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS
Asst. Treasurer and Credits, DIMON E. MERRILL
Auditor, AXEL H. ANDERSON

BIRD AND SON SALES CORPORATION

(Floor Covering Sales)

Officers and Directors

President, PHILIP R. ALLEN

Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.

Sec. and Treas., HERBERT H. MILLER

Eastern Manager, WILLIAM B. ROGERS, JR.

Western Manager, RALPH W. WESTCOTT

Pacific Coast Manager, L. W. PROUTY

Makers of Quality Products Since 1795

WALPOLE HOME BUILDING

SUPPLEMENT OF

May

THE NEPONSET REVIEW

1926

Build a Home For Happiness

BIRD & SON employees who want to build their own homes can do so more easily than anybody in Massachusetts. The Walpole Home Building Company is ready to offer you land, money and plans on such easy terms that you will miss the chance of a lifetime if you do not seize this opportunity.

Perhaps you think you cannot afford to own a home. Read the other articles in this pamphlet, and then ask yourself the same question. You may say, "I can rent cheaper." Granted. You can do it for this year, and next, and a few years thereafter.

But in ten years, or fifteen? At the end of that time you will be doing one of two things—living in your own home, or still paying rent with nothing to show for it. And always the lurking possibility that your house will be sold over your head or the rent raised, in which event you may have to move out, find another house—and go on paying rent.

While you still have your pencil in hand, you may have come to this conclusion: "I might do it, but how about my car?" Well, how about it?

Look this problem squarely in the eye. Here on one side is your automobile. Ford or Cadillac, it costs money to run. A constant outgo, day after day—gas, oil, tires, repairs, storage. With our old friend depreciation always on hand, gnawing, gnawing, gnawing. In three years at the most—a new car—and the same round of expense.

Your car is a necessity, you say. Perhaps. It is your only means of relaxation and enjoyment? We would not deprive you of these things.

Look on the other side of the picture. Here is a home—your home. It serves you twenty-four hours a day. The ground is yours to plant trees, gardens, a lawn.

And there is your house, too. Built the way you want it, inside and out. A home never goes out of style. There are improvements, additions—as you want them. They bring you

greater pleasure, more comfort. It is appreciation as against depreciation.

You own a part of your town and country when you own real estate. True, you pay taxes. So does your landlord when you rent, and he charges you a good deal besides.

You are interested in town government that protects your property.

Your children respect you more when they say, "my father's house" or "our house," than when they say, "we live in Mr. Jones'

house."

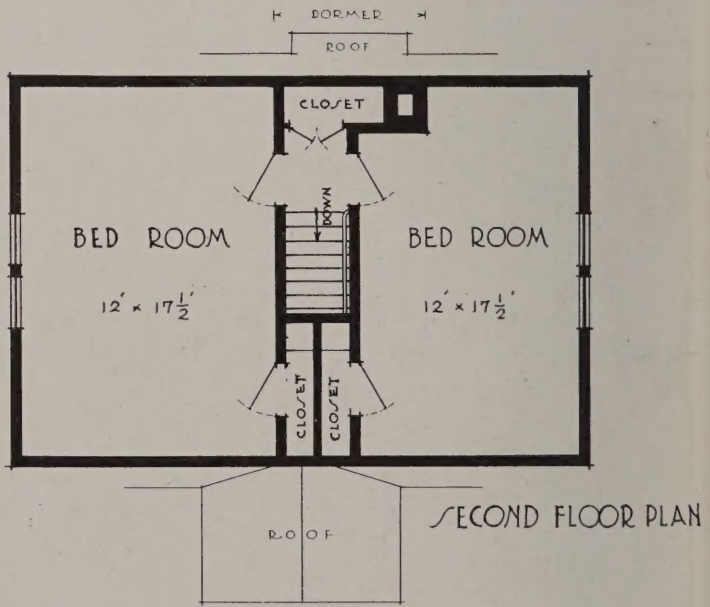
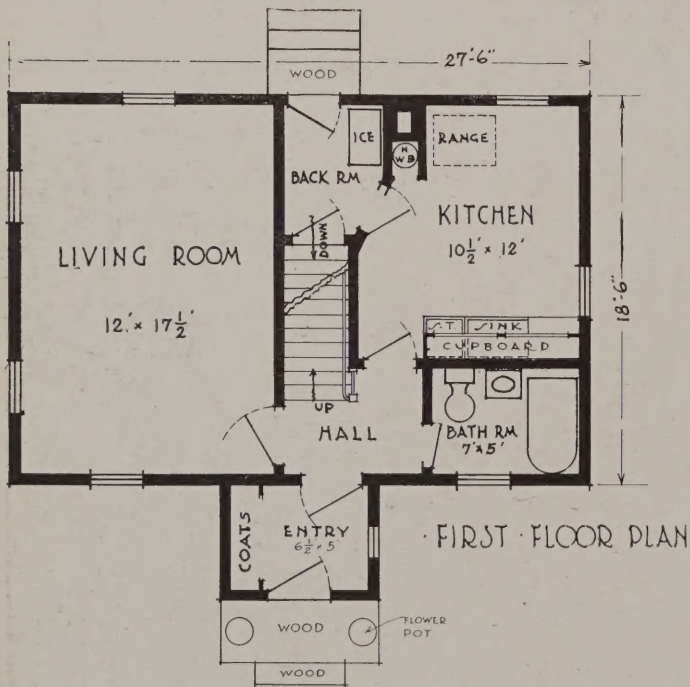
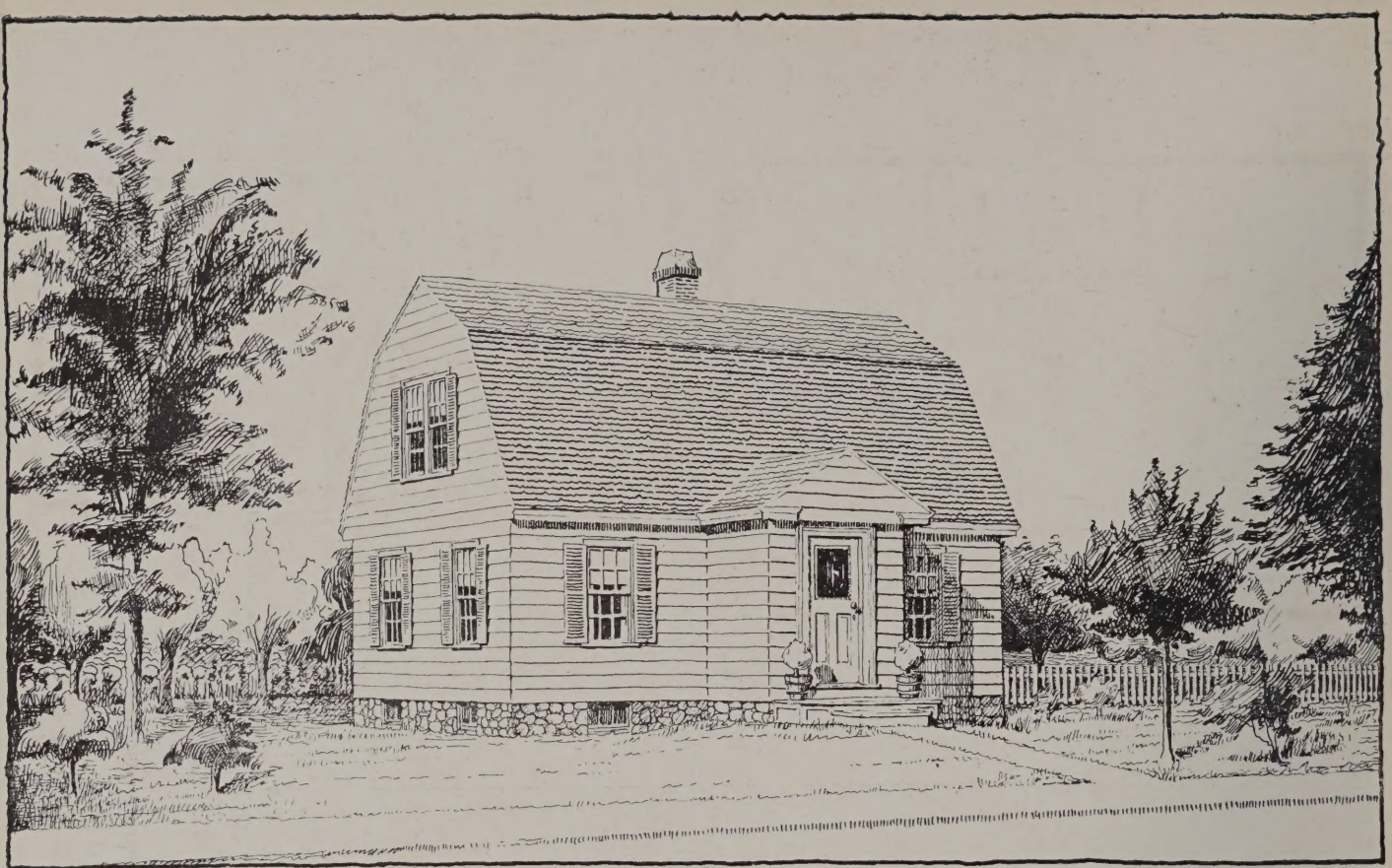
Perhaps you can have your car and your home too. We hope you can.

It may mean going a year or so without the automobile, but isn't it worth it—to you, your wife, and your children that all of you may grow and develop under the influence that only a true home can bring?

You want to know what we mean when we say that we will do something? Read the rest of this pamphlet. You cannot equal the terms offered in "The Walpole Home Building Plan," and yet we consider it 50-50 your plan and ours. We need home owners to improve our neighborhoods. You need, we feel, just the chance we are offering you.

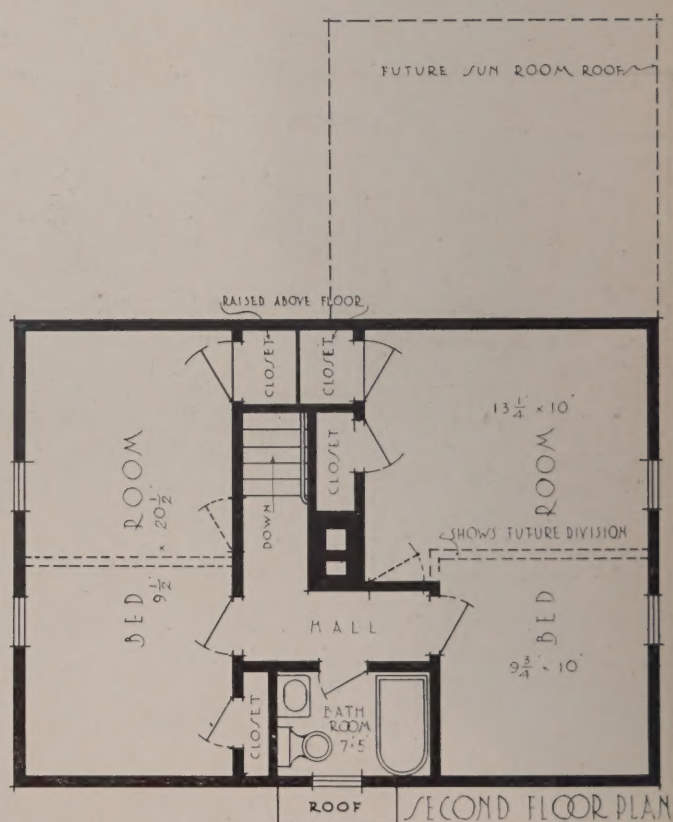
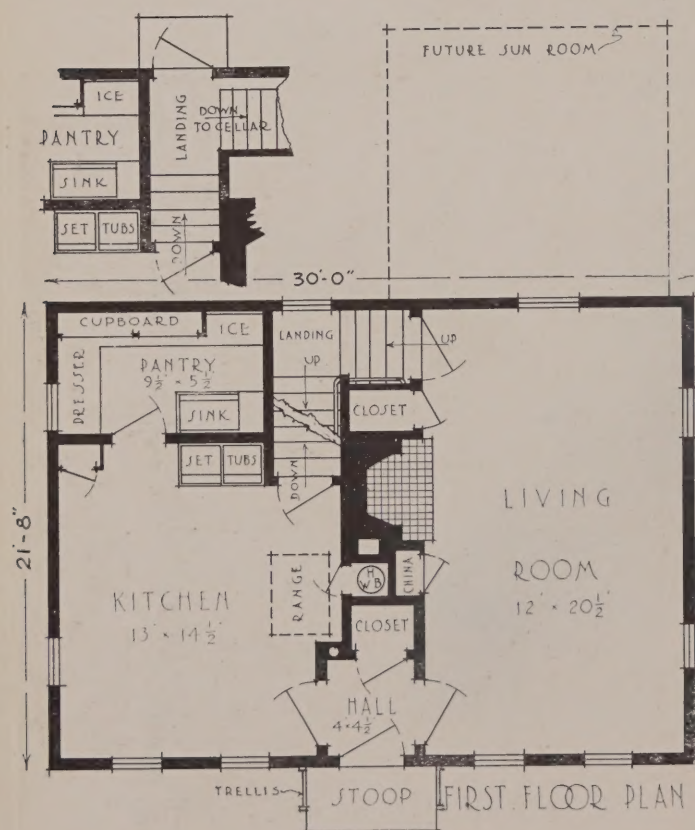


Home of Francis W. Smith, of Floor Covering Office, in Norwood

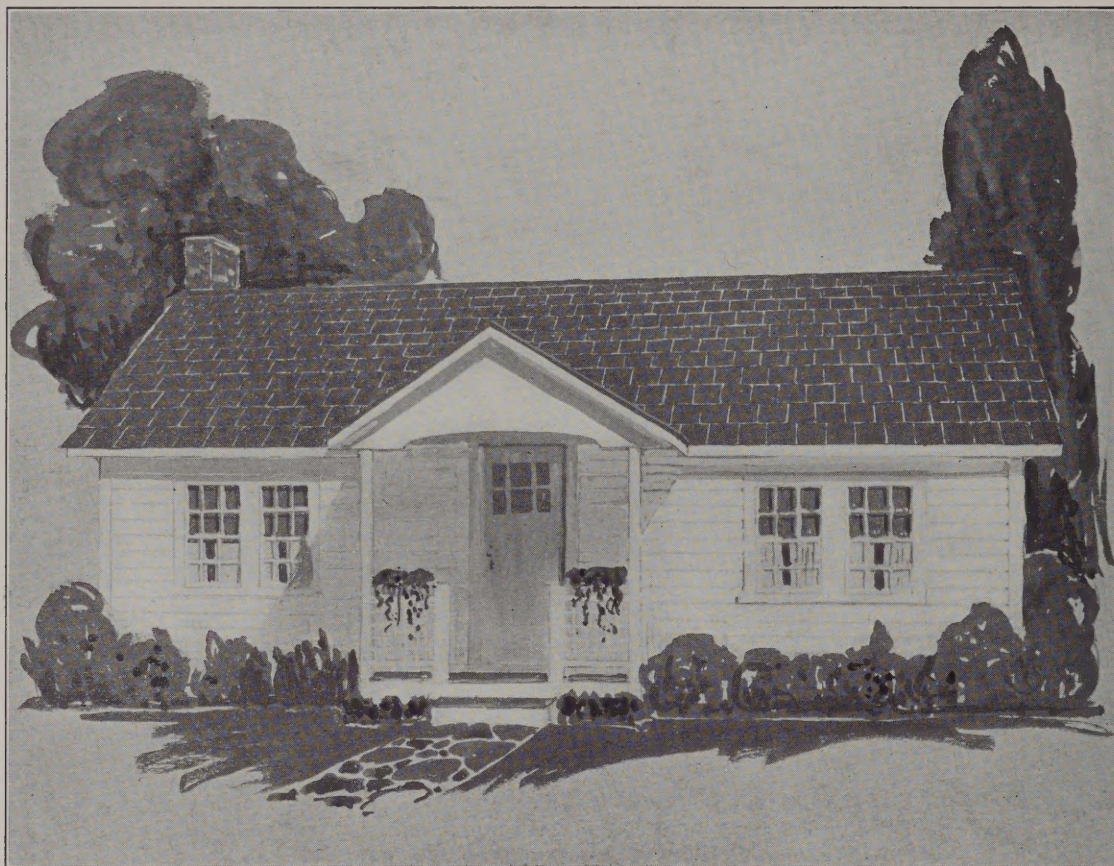


A \$4500 Cottage

A Page of Attractive Homes



An Attractive Home at \$5400.00



A Model \$2400.00 Cottage

Walpole Home Building Plan Will Solve Your Problems

IF you think that you may build a home, but are still in doubt as to just how to go about it, here's the solution of your difficulties. It is known as the Walpole Home Building Plan, and provides:

1. *Lots* for sale at prices that are fair—\$150 to \$500 in good locations.
2. *1st mortgage.* We show you how it may be obtained easily.
3. *2nd mortgage money.* All you will need for home building, at 5 per cent.
4. *Time payments* on principal. Arranged so that you can easily afford and meet them.
5. *If you leave* Bird & Son's employ to go elsewhere, or for some other acceptable reason do not wish to complete the project, we will take it off your hands at no loss to you.
6. *Plans.* On the inside of this folder you will find four plans for reasonably-priced houses. We have others. Or bring in your own plans and let us advise you.

Naturally we must place some restrictions on such an advantageous plan as this, so that in accepting the benefits of this plan you must agree to the following:

1. Building must be for your own occupancy and start within a year on the lot you buy.
2. All plans must be submitted to us for approval. This means only that we wish to protect home builders in any particular neighborhood.

As to locations, we have for sale excellent lots both in East Walpole and Norwood. Or buy your own lot in Walpole or Norwood. Perhaps we can locate a lot if you will indicate the neighborhood in which you wish to live.

Now as to money. You ought to have saved some, to show that you can save. You don't need much—enough to buy a lot at a minimum, and a little more to be safe. Of course, the more the better. Fifty or sixty per cent can be obtained from a bank on a 1st mortgage. We plan to advance the rest which you may repay over a period of ten years in monthly installments.

Time and Money Savers

From Publication No. 1 of The Architects' Small House Service Bureau of U. S. A.

YOUR house is not entirely a question of what you would like to have. It is a question of what you can afford.

"In general there are only two ways to erect any kind of a building at decreased expense. The first is to get a contractor through competition who will agree to build your home at a fair price. The second and perhaps most important factor is to reduce the number of your requirements at the start.

"The more direct way for you to decrease costs is to reduce your requirements. Eliminate what you do not need for the immediate present—partitions, porches, fireplaces, attics, cellars.

"You must not select material of poor quality or attempt to save at the cost of sound construction.

"You do not absolutely need basement partitions. You can put them in at any time yourself. Enough to enclose the fuel bin will be sufficient for a start.

"The fireplace has been called the heart of the home. Nevertheless a home will run pretty well without this heart.

"Many wooden houses are improved by the appearance of a brick base course.

Porch Can Be Omitted

"Perhaps the very first thing to omit when you are cutting down absolutely to essentials is the porch. This can be added at any time.

"Wide siding costs more than narrow siding. Various kinds of woods used for this purpose cost different sums. Ready stained shingles used for the side walls of frame houses usually cost less than wide siding. Adjust this item to your pocketbook.

"We think that all exterior wooden walls should be insulated, for this precaution serves equally well in hot and cold weather. You cannot afford to omit this material in regions of severe winters.

"Perhaps you do not need to finish all the rooms just now. Omitting the plaster, finish flooring and wood trim in rooms to be finished later will save something. It would be cheaper in the long run to have all the work done at once, but your ready funds may not permit it.

"There are items of expense about the heating plant which you must consider. Personal preferences are usually quite fixed in regard to the kind of heating system that must be used, but you may not be able to buy the particular kind of heating system you prefer. In order to have your house, you must be prepared here, as elsewhere throughout the building, to take what you can afford to have. We urge you not to buy a cheap heating device of any kind.

"The quality and degree of insulation you use on the heating pipes has a direct influence on the initial costs. Get a good job here even if you have to wait for it."



F. A. Massey, DMP, built this attractive home in spare hours

Walpole Home Building Co. at Service of Your Community

JUST what is the Walpole Home Building Company?

The Walpole Home Building Company is an organization created a few years ago, with the single purpose of serving the communities surrounding our East Walpole and Norwood mills. Its principal function is that of helping people to build the right kind of homes.

The Walpole Home Building Company is an entirely independent company. It is endorsed by Bird & Son, inc., which has a financial interest in it. The Board of Directors of the Home Building Company are Bird & Son workers.

Specifically it does these things:

It rents houses, insisting that its tenants maintain the standards of a worth-while community.

It seeks to find land on which owners may build.

It offers every service to permit prospective home owners to build and finance the right kind of home.

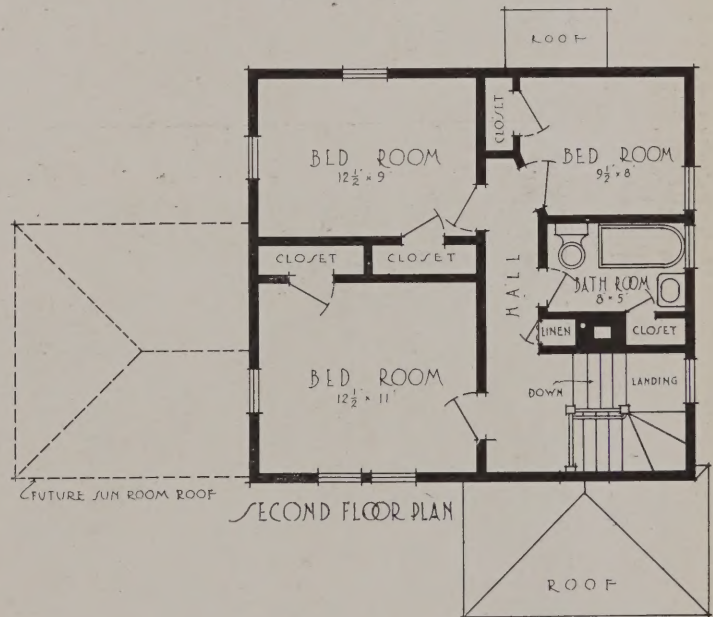
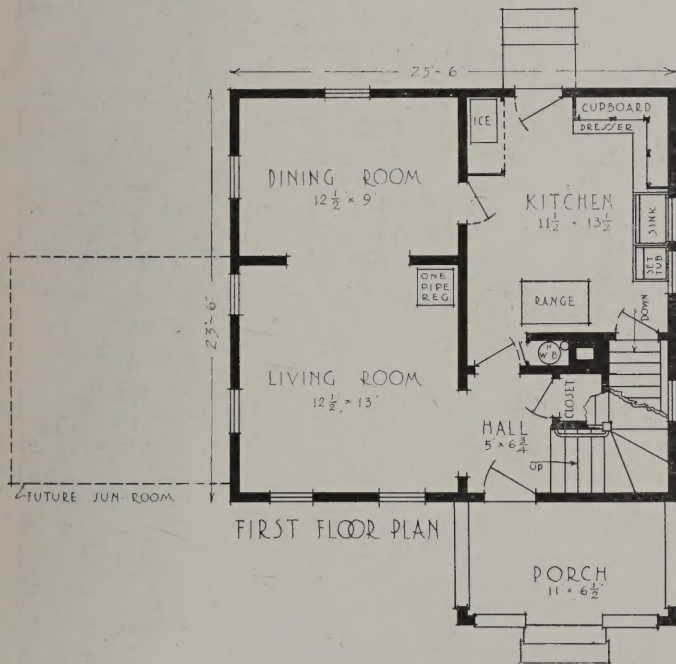
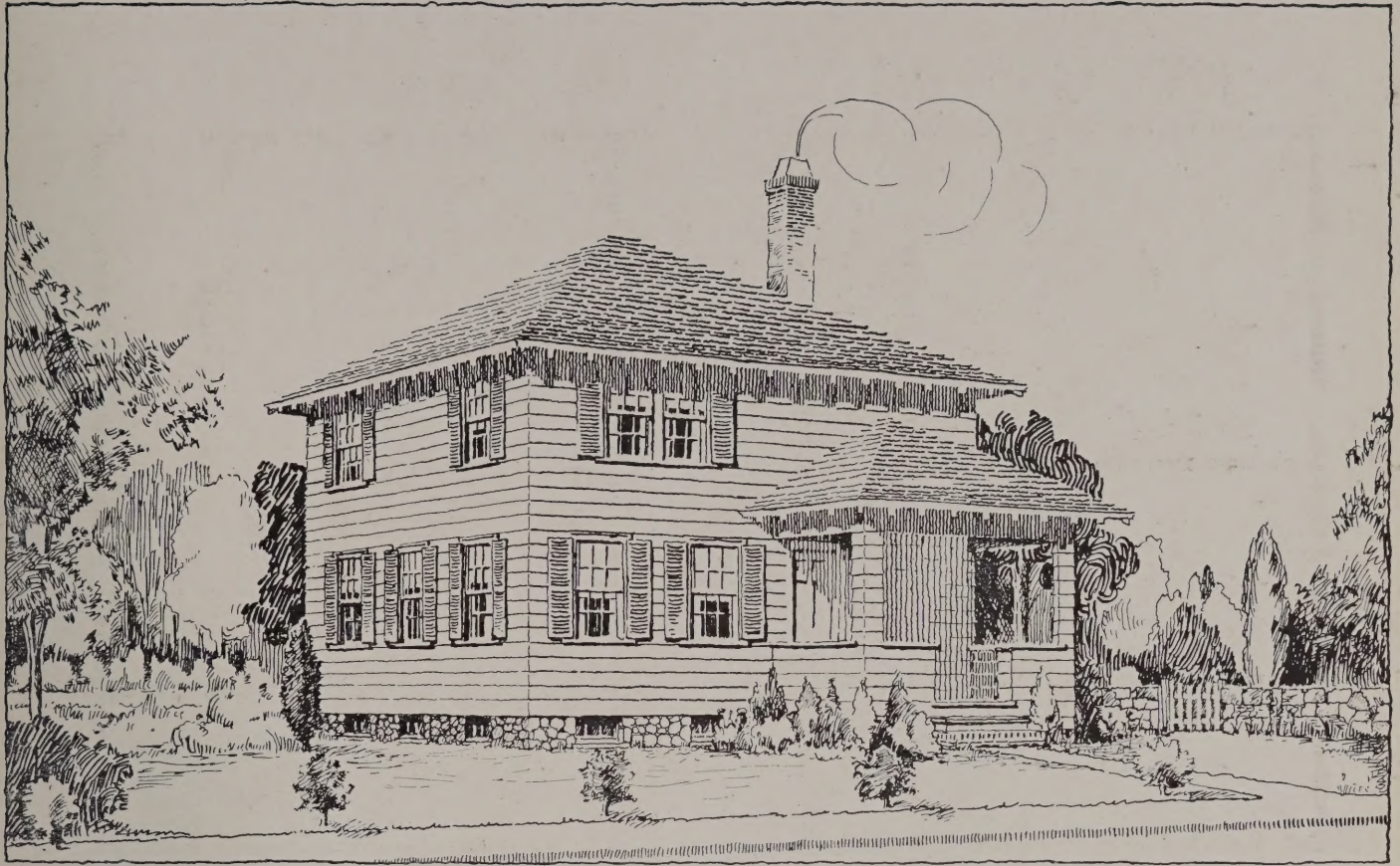
It provides community conveniences as far as possible—coal at reasonable prices, clean movies, and interests itself in all movements for community betterment.

The Walpole Home Building Company is not a profit-making organization. It must and does meet expenses, but it is not a moneymaker.

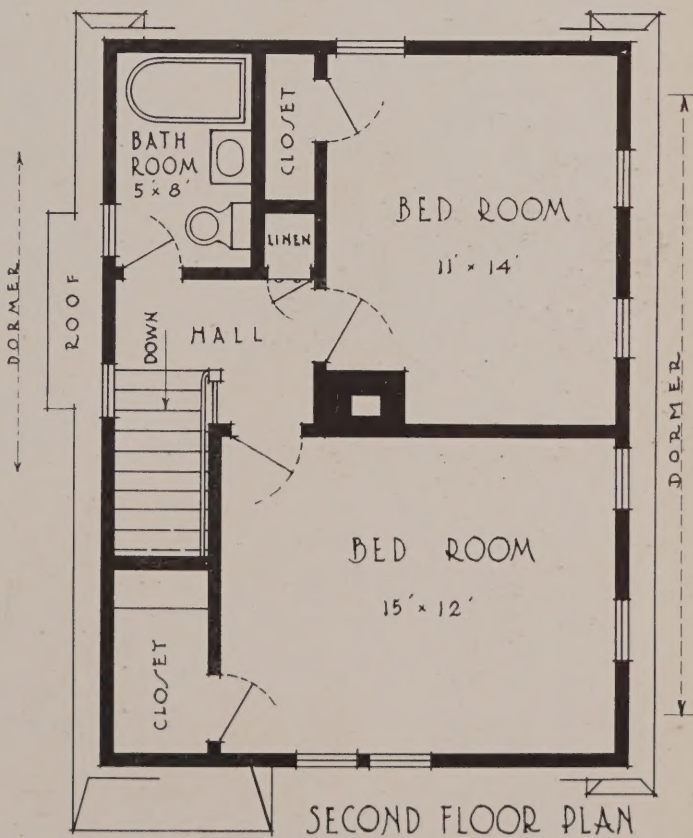
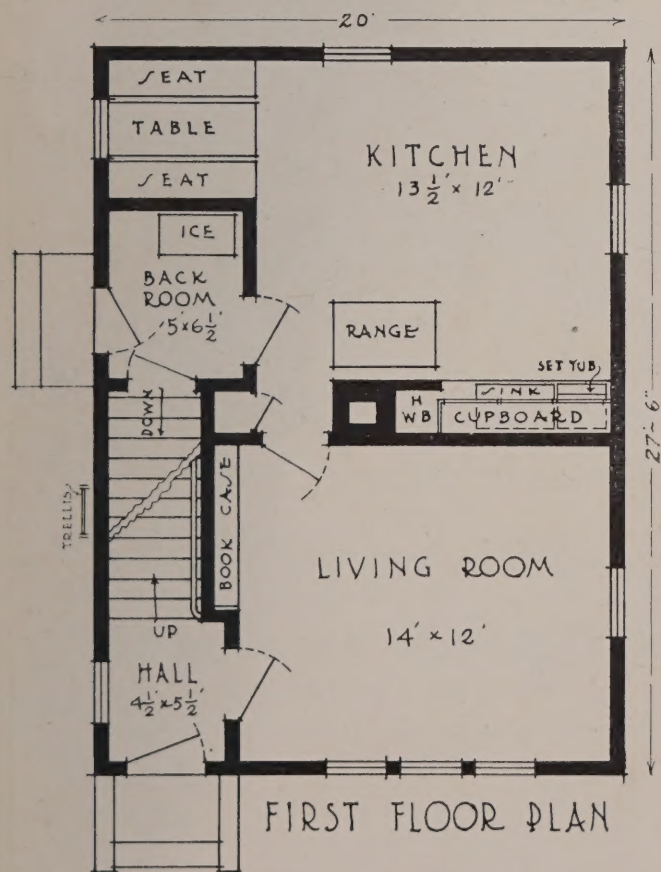
Elsewhere in this pamphlet you will find the Walpole Home Building Plan outlined in detail. Here is concrete evidence of the service this company renders. And there is no charge for these services.

Land and money are offered you at the lowest possible prices and rates. The real return comes in a better community of home owners.

es For Bird & Son People



\$5600 Will Build This Home For You



This House Can Be Built for \$5,000

How You May Pay For Your Home



Home of Oscar Satirdal, ERE, Summer and Union Sts., Norwood

YOU may be able to find rented rooms cheaper than pay for purchasing your home. But we believe that if you have steady wages or salary, you can afford to build a real house and keep within your income without hardship.

Remember that paying off a mortgage is really saving money. Remember too, that each year your interest burden is less and finally you are free from interest. Taxes, insurance and repairs by no means equal rent.

What it will cost you to build a house (approximate):

To Finance a \$4,000 House

Price of lot which purchaser should have \$ 250
Funds needed to build house 4,000

First mortgage 2,400
Second mortgage (paid off in 10 years by monthly payments) 1,600

Cost
Interest *Year* *Month*
1st mortgage 6% \$144 \$12.00
2nd mortgage 5% 80 6.50
\$18.50

Principal
2nd mortgage 160 13.33

Interest and principal \$31.83 per mo.

Taxes, Insurance and Water will cost about \$10 per month.

Above costs are equivalent to \$28.00 rent and \$13.00 saving monthly. This decreases each year so that at the end of 10 years these costs amount to approximately \$22 per month.

To Finance a \$5,000 House

Price of lot which purchaser should have \$ 300
Funds needed to build house 5,000

1st mortgage 3,000
2nd mortgage (paid off in 10 years by monthly payments) 2,000

Cost
Interest *Year* *Month*
1st mortgage 6% \$180 \$15.00
2nd mortgage 5% 100 8.33 \$23.33

Principal
2nd mortgage 200 16.67

Interest and principal \$40.00 per mo.

Taxes, Insurance and Water will cost about \$13 per month.

Above costs are equivalent to \$36.00 rent plus \$17.00 saving monthly. This decreases each year so that at the end of 10 years these costs amount to approximately \$28 per month.

To Finance a \$6,000 House

Price of lot which purchaser should have \$ 300
Funds needed to build house, 6,000

1st mortgage, 3,600
2nd mortgage (paid off in 10 years by monthly payments) 2,400

Cost
Interest *Year* *Month*
1st mortgage 6% \$216 \$18.00
2nd mortgage 5% 120 10.00
\$28.00

Principal
2nd mortgage 240 20.00

Interest and principal \$48.00 per mo.

Taxes, Insurance and Water will cost about \$16 per month.

Above costs are equivalent to \$44.00 rent and \$20.00 saving monthly. This decreases each year so that at the end of 10 years these costs amount to approximately \$34.00 per month.

THE WALPOLE HOME BUILDING COMPANY

Washington Street, East Walpole, Mass.

Officers and Directors

Charles S. Bird, President
Donald A. Chase, Vice-President
Axel H. Anderson, Secretary and Treasurer
Charles O. Littlefield, Manager

The above men, with Benjamin D. Rogers, constitute the Board of Directors.

The NEPONSET REVIEW

May Marks Tenth Anniversary of Town Forest

Foresight and Generosity of Donors and Supporters Has Proved its Worth;

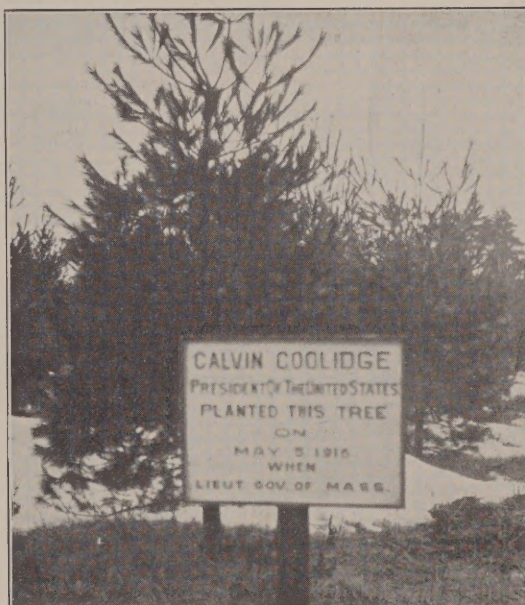
Tract Will Some Day Contain Over 400 Acres; is Bird Sanctuary

TEN years after in the Walpole Town Forest is something of a revelation. It was on May 5, 1916 that the opening exercises took place, with Charles S. Bird, Jr., presiding. Nine hundred school children planted 1000 trees in the first acre. Calvin Coolidge, then Lieutenant-

"America" and saluted the flag. They then marched to the acre which had been laid out for planting. George T. Carlisle, the town forester, was on hand, and was assisted by John H. Smith and others. The Lieutenant-Governor planted the first tree, followed by George A. Plimpton,



President Coolidge and Charles S. Bird, Jr., at the opening exercises in May, 1916



The first tree planted in the forest, by Calvin Coolidge

Mrs. Joseph Leach, Mrs. J. Edward Plimpton and Mrs. Charles S. Bird.

In the ten years that have passed since the opening of the forest, constant care and supervision have developed the tract so that it is now a thoroughly enjoyable place in which to spend an afternoon, or even a day.

The forest is easily accessible. It is located in Walpole, and is bounded, roughly, by South, Washington and Common streets. The main entrance to the forest is in the rear of the High School.

A road runs to a spot near the entrance, which is marked by a stone monument, bearing a tablet commemorating the opening of the forest.

Large cathedral pines guard the entrance. Passing through them, you come first to the trees that were planted in 1916. The "President's

Governor of Massachusetts, planted the first tree.

Mr. Bird, Jr., gave the opening address to the two thousand who attended the exercises. He stressed the value of the forest to this and future generations, pointing out that Walpole could well take pride in the establishment of such a place.

George A. Plimpton, the donor of the first 150 acres of the town forest, Mr. Bazeley, representing the state forester and Lieutenant-Governor Coolidge, representing the state of Massachusetts, gave brief addresses.

At the end of the exercises the children sang



The entrance to the Town Forest



A view of the younger growth, just inside the entrance

tree" is suitably marked by a sign.

A path runs to the left here, and goes down a gentle slope. On this slope trees have been planted so that in years to come they will border a broad walk.

Along this path, which circles the forest, are both planted and natural growths of pines and other trees. All varieties of evergreens are represented. There are red pines, white pines, firs, balsams and many others in great abundance. Groups of trees on grassy knolls make excellent places for picnicing.

Further along the path is another grove of tall pines. Here the path swings back towards Walpole again, and passes a miniature pond, on the right. On the left, the river backs up and provides a place where in the future boats and canoes might be used. Still farther along one comes to the house that will belong to the permanent caretaker. Beyond the house the path goes down to the bank of the river. In one spot here is the "power house" of an old mill that at one time used the river to move its machinery.

Still farther on the path leaves the river and, going back into the woods, we find a large clear space, back of which rises a small hill. This place might well be adapted to an outdoor theatre or assembly place.

And at the top of the hill we find ourselves back of the High School again. Nor need this formal tour be followed. There are other roads and paths which may be taken, or you may wander through the woods as you will.

From the original tract given by Mr. Plimpton, the forest has been enlarged to almost twice its first size. During the past year a large tract was added, and the whole declared to be a game reserve.

Feed boxes were placed through the forest when the winter snows prevented the birds from getting food, and many of our feathered friends availed themselves of this man-made opportunity to secure grain and other feed. Shooting is absolutely forbidden in the forest, and as a result,

all kinds of birds are in abundance.

It is also quite likely that within the next few years further additions will be made to the forest, bringing the total acreage well above 400.

As an investment, the Town Forest will some day prove its worth. Many foreign cities started town forests years ago, and are now able to cut enough of the older growth each year to give a substantial return on the original investment.

Thus the people of Walpole and vicinity have provided a place where everyone may find plenty of space for amusements, where children may play to their hearts' content in perfect safety, and which some day will bring in a steady return in money, as the early plantings grow large enough to be cut without in any way destroying the appearance of the whole.

The first ten years have indeed proved worthwhile the generosity and foresightedness of those who gave their land, time and money to leave such a place for this and future generations.



Uncle Mose on Fabricating Corrugated Boxes

The subject ob dis here cuss an' discussion am de fabrication ob corrugated shipping boxes. Yuh see, two big oversize rolls ob paper an' one ob strawboard am put on de back end (dis am tuther end frum de front) ob a machine. De strawboard undergoes a beautifyin' progress, dat is, it am marcelled (tax free) an' de inside (not insides) ob de udder paper am given a coat ob stickum, or suthin, so dat when de three sheets come togedder under a big convolutioning wringer, de marcelled part ob de strawboard sticks an' udderwise adheses to de udder sheets. Frum here de stuck up conglomeration am promulgated thru a Turkish bath derangement which has a tendency to sort o' dry out any superfluous moisture. Den at de end ob dis machine am 'knives an' things which cut de stuff up into minuter sheets.

Dese here sheets am conveyanced to anudder machine which consembles a cross between an overgrown sewin' machine and de Lord knows what. Dis here machine stomps a crease in 'um an' chops out the empty spots where de box folds. Den de sheet am folded an' a hunk ob tape sticked ober de joint.

Dass all dere is to it.

H. L. B.

Bird Club Entertainment

THOSE who visited Bird Hall April 16 for the monthly Bird Club entertainment were rewarded with one of the best programs that the Club has ever offered. The Floyd Company offered stunts in magic that were the equal of any seen on the professional stage.

Starting with familiar and amusing sleight of hand tricks, the company progressed through more elaborate illusions to a remarkable exhibition of "mind reading" and finally to an "escape" trick that rivalled those of the well known Mr. Houdini.

The mind reading certainly had the audience "going." As the magician passed through the audience, the woman of the company, "Mohala," sat blindfolded on the stage and named with almost perfect ease objects that were passed to the magician. Even such an unusual article as a Philadelphia street railway eight-cent fare token failed to "stump" her.

The large audience enjoyed it hugely, young and old alike.

The entertainment at the house on March 26 consisted of a talk by G. R. Wyman, who told of his trip to the West and through the Panama Canal. His talk was largely the same as his story in last month's *Review*, so we will not repeat it here.

The closing public entertainment will be held May 7 in Bird Hall. The committee in charge promises a good "mixed" show, with dancing to follow.



Veterans' Service List

WE give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during May, together with the names of our veterans who complete over twenty years of service during this month:

John H. Smith	Maintenance	May 14, 1879	47 yrs.
Fannie Murphy	Box Shop	May 1, 1886	40 yrs.
Dennis Cullinane	Maintenance	May 14, 1890	36 yrs.
Annette Blaney	Library	May 17, 1898	29 yrs.
Albert Erickson	Floor Covering	May 1, 1899	27 yrs.
Harry Tower	Box Shop	May 12, 1901	25 yrs.
John Kirby	Finishing	May 16, 1903	23 yrs.
George Robertson	Stores	May 10, 1906	20 yrs.
David Regan, Sr.	Maintenance	May 1, 1911	15 yrs.
John Ruskis	Watch	May 13, 1911	15 yrs.
Adolf Guttock	Box Shop	May 31, 1911	15 yrs.
Michael Connors	Paper Mill	May 1, 1916	10 yrs.
Lorensi Galazzi	Bldg. & Rfg.	May 9, 1916	10 yrs.
James Lasky	Box Shop	May 9, 1916	10 yrs.
Michael Nowak	Paper Mill	May 16, 1916	10 yrs.
James Donahue	Watch	May 18, 1916	10 yrs.
Margaret F. Dalton	Main Office	May 12, 1921	5 yrs.
Louis Kozak	Paper Mill	May 20, 1921	5 yrs.
Tony Salamaa	Floor Covering	May 23, 1921	5 yrs.
B. H. Bailey	Floor Covering	May 31, 1921	5 yrs.

Jimmie Clark is Driver of both Beauty and the Beast



Jimmie Clark and "Beauty"

A familiar sight around East Walpole is that of an old white horse and buggy travelling the streets, and sometimes hitched outside the mill yard, in front of the Labor Bureau.

The horse, "Beauty," belongs to "Jimmie" Clark, who works in the Engine Room. Beauty is nearly twenty years old and still going strong. For ten years he helped to deliver milk and in all that time never missed a trip. Now he holds an equal place of honor with Mr. Clark's Ford.

In addition to driving both Beauty and the Ford, Jimmie also sells used Fords on the side. Look him up if you want one. He didn't say so, but he might even be able to get you a good trade in a used horse.



FBM Keeps Safety Idea Alive with New Weekly Committees

THERE is one department at Bird and Son's Building and Roofing plant at Norwood where safety is always the "order of the day."

At FBM, the machine shop, the foreman, Harry Dresser, has organized his men into a separate safety committee for that department. Two men are appointed each week to serve as a special safety committee. They are entirely independent of any mill committee and are very much interested in making FBM 100 per cent safety.

The men acting on this committee have already brought several matters to the attention of the foreman. Every suggestion receives consideration and, whenever necessary, immediate action.

Mr. Dresser and his men deserve commendation for their good work. Other departments might well follow suit.

Bird & Son Salesmen's Page

Mr. Anonymous Gets Award This Month

THIS month's five-dollar award for the best contribution to the sales page goes to that well-known character, "Anonymous." Or at least he is anonymous for the present. A Canadian salesman sent in the "Creed" given below, and, all things considered, we think it the best contribution. The check will go to Mr. McNeil, with instructions to pass it on to the salesman.

There's food for thought in this:

My Creed

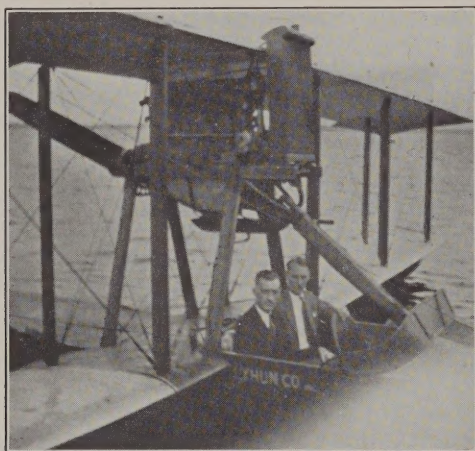
I believe in the stuff I am handing out, and in the firm I am working for, and in my ability to get results.

I believe in working, not weeping; in boosting, not knocking; and in the pleasure of my work.

I believe in to-day and the work I am doing; in to-morrow and the work I hope to do, and in the sure reward the future holds.

I believe in courtesy, in kindness, in generosity, in good cheer, in friendship and in honest competition.

I believe there is something doing, somewhere, for every man ready to do it.



Henry Hunt and Andy Borgh ready for a spin

In lighter vein comes Carl "Andy" Borgh, from Florida, where all men sell land, and cities grow up o' nights. Andy wrote us twice, sending a story the first time and a picture the next. With the picture he remarked:

"Here is a picture of Henry Hunt and myself ready to go up in a hydroplane on St. John's River. I went up, but Henry didn't."

Draw your own conclusions. But let us go on to the story.

"This happened to me two week's ago," says Andy. "I offered some Floor Covering to a dealer and received the rather startling reply, 'I don't want any Floor Covering. It is no good and won't sell.'"

"Every try any?"

Sure, and I couldn't give it away. I couldn't throw it away because it cost me too much money, so I had to use it some way. Know what I did with it? Come out and I'll show you."

"He led me outside to the rear of his little backwoods store, and there on the roof of his garage he pointed out a half-dozen competitor's rugs. He claimed that although expensive they made a better roof than shingles as they were made, he claimed, from thick tar paper covered with a heavy coat of paint."

A word about pictures. They came in in great shape this month, and we are using all of them except one of a sign sent in by H. E. Van Hoy through A. D. Kilham. The sign was an interesting combination, bearing Bird's name and trademark, together with the name of the dealer who furnished them and the contractor who applied them. Good co-operation.

The other picture that Kilham brought in appears elsewhere, and shows J. H. Van Hoy registering ownership beside a snappy looking Buick.

E. S. Davis, who landed the five-dollar award last month, writes in to thank us, and says that while he will let this issue slide, he is thinking up another spasm and will submit it in the future. He did, however, include the following, which he says has been used in the *Review* before, but which we think is well worth printing again.

Never buy a cheap roof
Even for a shack
Put on something waterproof,
Or your house a roof will lack.
Never let them sell you
"Something just as good,"
Exact just what you call for—
That which the test has stood.

Say you want BIRD'S shingles,
Have them understand
It's quality you are after,
Not paper, tar and sand.
Get the underwriter's endorsement,
Labelled as you'll find.
Each line here starts with letters
Spelling what I have in mind.



J. H. Van Hoy and Buick, South Florida, February, 1926

B. W. Davis, Floor Covering man way out West in Washington, shoots along a picture of our dealers in Seattle, Sam and Alfred Bornstein. Davis says, "Can't we get this in the *Review*?" We sure can, B. W., and as many more as you or any other salesman will send in.

Eddie Guise, Floor Covering, writes from down in Connecticut, offers apologies for not sending something in before, says he hasn't really found what he has been racking his brain for, but encloses the following clipping, giving a few rods from a talk given by Daniel Bloomfield, manager of the retail trade board of the Boston Chamber of Commerce:

"The first thing in selling transportation, as in any business, is knowledge of that business," said Mr. Bloomfield. "It is important also to sell a customer right, as a poorly sold article, merchandise or service, will always be a source of irritation and its sale will react to the disadvantage of the seller.

"Next to knowledge of the business, it is necessary for the salesman to be courteous. As all business depends upon good will, and courtesy develops good will, courtesy forms the foundation of business success. Enthusiasm and loyalty are essential to good service.

"Another necessary quality in a salesman is patience. No matter how uncomfortable the salesman may feel, he must realize that others have their troubles too."

Last month we promised to use McLellon's poem, and we herewith do so, to close the page for the month.

The Salesman's Day

Off the train he hops at daybreak with a grip in either hand,
With a stomach mighty empty and a wish for slumberland;
But he never makes a whimper, as he hops into the bus,
For he laughs at real discomforts that would bring the tears
from us.

Ever laughs the travelling salesman, and his laugh rings loud
and sweet
To the poor old stranded actor or the beggar on the street,
Just because the salesman helps them to their breakfast and
their fare,
Even tho' it takes a green back he can ill afford to spare.

On the train he hops at midnight and when dawn has come
again,
You can see him swinging blithely from the cold and dreary
train.
Just another round of calling, taking orders in a town—
Orders that he thinks are corks—that the credit man turns
down.

Just another round of hustling, just a ten-mile drive or two,
When the wind is full of winter and his hands are numb and
blue,
Far from home and good home cooking, far from baby and from
wife,
You can bet it takes a hero to endure a salesman's life.

But with all his cares and hardships, when he creeps to bed
alone,
In some little country roadhouse where the cold would freeze
a stone,
With the same old smile he slumbers, for inside his watch's
case,
Is the photo of a wifey and a dimpled baby face.

M. Kelley, Toronto.



Holly Rice, who likes the Pennsylvania train service, now makes his own schedules

Suggestions

ALTHOUGH the Grand Prizes were awarded in January, it was not until the meeting on April 7 that the last 1925 suggestion was disposed of. A final figuring shows that 163 suggestions were accepted during the year, which is 29½% of the number submitted.

The following suggestions were accepted at the April meeting:

Separate controller fuse box for FFPM1 and FFPM2	David Camack, FFP
Wooden platform under roll back of FFPM2	David Camack, FFP
Connection for wash-up hose	Jerry Cullinane, EMP
Ladders in top of undercoat hangers	Guptill C. Fillmore, FFM
Move pipe to opposite side of rack	Guptill C. Fillmore, FFM
Change system of paying off at FFV	Carroll S. Gammell, FFFV
Change in truck for ductors	A. J. Hill, FFFN
New drip pan under blower pulley stand	A. J. Hill, FFFN
Move valve on well siphon to handier place	A. J. Hill, FFFN
Remove timbers formerly used for foundations	L. C. Hubbard, FXR
Replace stick with roll on lid machines	L. C. Hubbard, FXR
Do away with short connecting arbors	Carl Johnson, FFM
Improvement to FFF Wax Tanks	Patsy Long, FFF
Rough surfaced plate on No. 1 winder	Patsy Long, FFF
Bolt with hand wheel for shaft on FXOM2	Louis Maida, FXO
Extension on FBPM1 belt speeder	Augustus Mauritz, FBP
Eye bolt in timber to hook on chain falls	George Murray, EMW
Electric button to trip tube machine saw	Basil Neville, FFF
New fastener for friction belt	Percy Russell, FFD
Improvements to back of No. 1 undercoat machine	R. A. Shorey, FFFN
Pick-up sign for No. 3 truck	W. J. Sullivan, EMT
Move stand at FBPM6 smoothing roll pulley	Dominick Triventi, FBP
Lock nut on FBPM6 winding friction	Dominick Triventi, FBP
Reduction gear box on finishing tables in FFF	George E. Wood, FFM
Light in FBPM1 balance scale box	John Wosner, FBP



Floor Covering Record Breakers. Back row, left to right: Tony Schreiber, Ed Crockett; middle row: Hugo Salamaa, Fulton McLean, Clyde Bennett, William Wosner; front row: Tony Salamaa, Hedley Phillips, Adam Sidlackza

Floor Covering Winder Crew Breaks Record with 373 Rugs

THERE hasn't been a record-breaking story in the *Review* for some time, so here goes one for Floor Covering.

The Number 1 winder crew, whose picture appears above, started April in the right way by putting a new record of winding 373 six by nine rugs. Congratulations are in order.

Discourage the Fire Demon

AS we go about our daily work, particularly at the East Walpole Mill, the fire whistle is again becoming a familiar sound. The annual crop of grass and forest fires is springing up. Acres of charred woodland will soon bear evidence to the criminal carelessness of man.

When you go out on that week-end drive to enjoy the woods roads as you pass along them, be careful with your matches and cigar and cigarette butts. Testimony of fire chiefs and other experts place the blame for almost every forest fire on the shoulders of the careless camper or autoist. Only a fool would destroy the beauty that he and other men enjoy so much. Don't be one!

And it is for all of us to remember that the fire demon lurks always around the corner in the mill. Every precaution is taken to protect you and your job from fire. The man who by smoking in the mill, or careless use of fire in any way, endangers your job is as contemptible as the thief who would creep into your house at night to rob you.

Any man who is caught smoking in the mill and thus endangers the property will be discharged at once and without appeal.

Business Briefs

8. What Taxes does a Corporation Pay?

THERE are three divisions of government which levy taxes on corporations. These are the Federal Government, the State Government and the Towns or Cities in which the Corporation has property.

Each of the above divisions of government has its own peculiar way of taxing the corporation. This is the result of the independence under which our three forms of government, Federal, State and Local, are operated.

The Federal Government:

Taxes are levied by the Federal Government on corporations as on individuals according to the income of the corporation. The recent law enacted in 1926 simplified the taxing of corporations so that practically the only tax levied by the Federal Government is $13\frac{1}{2}\%$ of the income or something over $\frac{1}{4}$ of all of the profits which the corporation makes. Nothing is more difficult to determine in a manufacturing company than the amount which should be allowed each year for the wear and tear of machinery. It is obvious, therefore, that to determine income is not easy, but the taxes are becoming more and more standardized.

There has been a very beneficial result from the law in that many concerns that did not know what their profits were have been forced to determine their profits in order to satisfy the government.

State Taxes:

Corporations are created under State laws. They are, therefore, creatures of the state under the laws of which they are organized. The state exacts a tax for the privilege which the corporation has to do business in that state. It is much more lenient with corporations organized under these laws than it is with corporations which come into it from other states to do business. There is a very large amount of inequality between states in taxing corporations. Many corporations, therefore, go to those states where the laws are most lenient.

Local Taxes:

The town sets the same rate of taxation on the property of a corporation as the house of an individual. As practically all the taxes collected by a community go for the support of those things which the individual needs, such as schools, roads, etc., it can be seen that a corporation contributes very heavily to many departments of the town on which it does not draw. Of course a corporation receives police protection and fire protection. Obviously, however, such property as machinery which is taxed contributes to the support of schools, roads, etc., and therefore materially benefits the inhabitants of a town.

Two Week's Vacation in Hospital Sells "Monty" on Safety's Value

IN the April issue of the *Review* Mr. Wyman gave an account of his vacation. Upon his return it was decided that I should take a trip. My first and only stop was the Norwood Hospital. I wish every fellow worker in Bird & Son's organization from the superintendents down could go through the experience I had there. It would certainly make every one of them a booster for safety.

Directly opposite my room was Roy Packard, who was injured at the Building and Roofing plant some time ago. During the two weeks I was there I heard him tell his story innumerable times to the visitors who came to see him. I believe an accurate count would be 269 times. (Visitors should have pity on such a man and not ask him to tell "how it happened.")

But the thing that I will never forget was the terrible agony of the man. His leg was broken in such a manner that it had to be held out straight by means of weights. Hearing him suffer night after night impressed me in a way that I do not believe I could have been impressed except by having a similar accident and feeling the pain myself.

The severity of an accident is rarely brought home to us with sufficient force. Few people realize that accidents such as happened to Packard mean that one has to lie in the same position for week after week.

When you take a chance, when you are careless, when you forget, the possibility that you may have to suffer or cause other men to suffer, as this man has had to, is much nearer than you think. You cannot control the severity of an injury.

My trip was not as pleasant as Mr. Wyman's. But it certainly was profitable. I am "sold" more than ever on the value of safety and safe working.

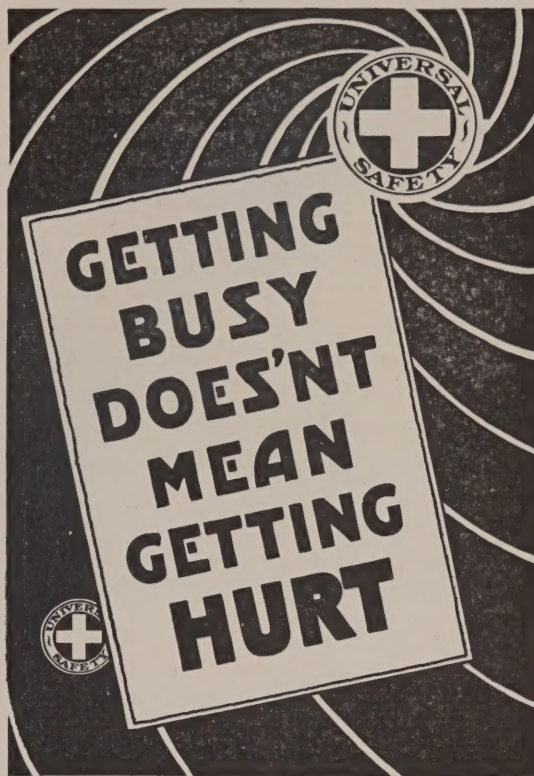
S. B. Montgomery.

The Monthly Record

THE monthly accident record has shown consistent improvement each month over the corresponding month for last year. Let's keep it that way. Remember, accident prevention is up to YOU!

Following is the accident standing for March:

Dept.	No. Emp.	No. Accidents	Days Lost	Per Cent
DP	165	0	0	1.000
EM-ER	149	1	4	.964
FB	220	1	14	.949
FF	265	2	16	.942
FX1-2	298	3	20	.930
DM, DF, DV	234	4	18	.904



More Aids to Health

M. R. Leavitt

HERE are a few more of the "Twenty Aids to Mental Health for Adults" which were started in last month's *Review*. Others will follow in later issues.

Have a Plan of Living and Stick to It

One should have some definite objective in life to work towards. Many men and women live an aimless existence and are unhappy because of it. The lives of many of our most successful men and women show that a definite objective in life has helped to make for their success and happiness. Of course, many such men and women have experienced failure at various periods in their lives, but their taste of failure has made them appreciate more fully the meaning of success.

Learn to enjoy your work. Conceive your job as a form of service to others and you will find more happiness in it.

Too many men and women feel that they work only because they have to. They forget that idleness would leave them less happy. Too many people are dissatisfied with their work because they imagine their job is not so well thought of as others. It is well to remember that the butcher, the baker, and the plumber are as necessary to our existence as the minister, the lawyer, and the doctor.

Do not worry. If you have no control over the object of your worry, force yourself not to dwell on it. If you can exercise some control over it, make a plan for dealing with it and then carry it out.

It is impossible under present conditions for us not to worry at certain times, but it is unnecessary to spend the greater part of our time worrying. Worry acts as a poison to the system, almost as much as do many of the physical poisons, only the effect of worry is more insidious.

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The Man You Work For

WHO is he? What kind of a fellow is your boss?

Does he produce loyalty, efficient work? Or does he bring forth the "don't care" attitude, the "just enough" in the daily task?

The real man you work for can make you do your work and regulate all of your daily life just as it should be, if you will make him do it. What, boss your boss? Sure thing.

Life today works as never before on a system. Nature works on a system, and you follow that system, for the most part, whether you will or not. And by the same token the man you work for can help you fit into the working system in the most efficient manner. Nor does "system" mean just dull routine.

No, the man you work for can make you a vital, moving figure in life. He can make you count.

Theodore Roosevelt said:

"It is not the critic who counts, nor the man who points out how the strong man stumbles, or where the doer of deeds could have done better. The credit belongs to the man who is actually in the arena; whose face is marred by dust and sweat; who strives valiantly; who errs and may fail again and again, because there is no effort without error and shortcoming, but who does actually strive to do the deeds; who does know the great enthusiasm, the great devotion; who spends himself in a worthy cause; who, at the best, knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who know neither victory nor defeat."

The man you work for is—yourself.

"Be not ashamed of an humble home or an humble occupation; be not ashamed of poverty, or even of a small amount of natural endowments; but you may well be ashamed of misspent time and misdirected talents."

Every man must educate himself. His books and teacher are but helps; the work is his.

—Webster.

How Big is Your World?

HOW big is your world?

Little or big, it is measured for you by yourself. I make no denial of physical realities. I do claim, however, that all sense of proportion is in the mind.

A poor, ignorant blind man lives in a very small world, indeed. Its size is limited to the narrow range of his physical contacts, by the distances his leisure affords him for walking and by the things he is able to actually touch, hear, taste or smell. Measured in the time scale also, his world is a very circumscribed one. Its past is limited to his memory of personal experiences; its present to work time, play time, sleep time; its future to personal plans or expectations for a close adjacent tomorrow.

On the other hand, a well-to-do, physically robust, educated poet like Robert Browning, or scientist-philosopher like Havelock Ellis, lives in a world that extends beyond all measurable physical boundaries; a world whose past reaches back into millions of years; whose future is an interesting and an interminable series of developments.

Now then, you who read these lines live somewhere in between these two extremes. You are the measuring rod by which the size of your world is determined. It is little or big, dull or interesting, vapid or vivid in proportion as your personality is little or big, dull or interesting, vapid or vivid.

The chief prerogative of being human is just this, that you create your own world out of yourself, as the spider spins her web. If you can vision high intellectual zeniths and wide horizons, you live in a big, broad, boundless, open world. Shut your eyes and bury your snout in the muck and your world dwindles to the exact size of your own particular molehill.

"The world stands out on either side,
No wider than the mind is wide;
The heart can push the sea and land
Farther away on either hand;
And he whose soul is flat—the sky
Will cave in on him by and by."

H. E. R.

"Men are divided into two classes—the 6% and the 100%; men who balance their books with figures and men who balance them with flowers. One cannot draw all money and all health from the same investment. Something must be charged off against life and flowers, against the warmth of sunshine, and the cool of rain; against sunsets and drifting clouds, and the wind through the trees.

Perhaps the day will come when a man will figure up his health and pleasure in the same way he now figures on money. How much can he invest? How much dare he spend? He will sit down and calculate if a flower garden is a good investment and if the sight of long shadows through the trees will bring their worth in pleasure to his eyes.

These are matters that the world would call silly and sentimental, yet they are the very foundation of life and living. They were the things that men once worshipped."

Library

"TO inspire grown-ups to be something more than they are, and to do their work better" is the motive behind the effort to further adult education, is the expression of Dean Russell who is prominent in this great movement. That the advantage of a continuous education is appreciated by those who are past the student age is proved by the numbers of men and women who are spending their spare hours in study. It is estimated that in the United States there are some 2,500,000 people who are employing their leisure time in this way, for the love of study or to perfect themselves for some special line of work. Now that daylight saving is on, permitting us to use our time more advantageously, it is perhaps easier to reserve the daily hour for reading, in spite of the many diversions which call us at this season.

Come to our library, send a note or telephone to see what it has to offer on special subjects, good old classics and books of the day, recreational and those of more serious nature. A new reader's guide to the Nelson Encyclopaedia has been received. It shows us how to get at more complete information on any subjects than can be obtained from the ordinary use of an encyclopaedia, because of a well selected list of cross-references to related subjects.

Booklets of Special Interest to the Engineering Department:
 The A. B. C. of Combustion Swain
 Boiler Room Operation Cole
 Valve Setting Morrison
 Lubrication Pointers Power Magazine
 Practical Answers to Electrical Problems Power Magazine
 Two Hundred Diesel Engine Pointers Power Magazine
 Combating Corrosion in Industry
 Chemical and Metallurgical Engineering

New books which can be read with pleasure and profit:

Non-Fiction

Life of Sir William Osler	Cushing
The Operagoer's Complete Guide	Melitz
Mark Twain's Autobiography	
Under the big top; sketches of life with the circus	Cooper
My Automobile; its operation, care and repair	Blanchard
The Common Sense of Music	Spaeth

Fiction

Old Youth	Dawson
Coombe St. Mary's	Diver
Making of Christopher Ferringham	Dix
Private Life of Helen of Troy	Erskine
Wild Geese	Ostenso
Hounds of Spring	Thompson
Misty Flats	Woodbury

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Card of Thanks

Through an error in handling of copy, the following was omitted from the April Review:

Mr. and Mrs. W. J. Richardson and family wish to thank the firm of Bird and Son and the members of FFD and FXK for their offers of help, floral tributes and many expressions of sympathy during their recent bereavement.



Plant a Garden for Health

State and Banking Authorities

Will Assist our Credit Unions

COOPERATION by legislative and banking authorities with Credit Unions in industrial and other institutions was the keynote struck in the talks given at the Spring meeting of the Credit Union League at the Boston Chamber of Commerce Saturday, April 24.

Joseph H. Soliday, president of the Savings Bank Division of the Massachusetts Bank Association, showed that the savings banks of the state were on very friendly terms with the Credit Unions and that they realized that the Unions fill an important place in the banking world.

John W. Parshley, president of the Massachusetts Cooperative Bank League, spoke from an equally friendly viewpoint, showing that the Credit Unions were of great assistance to the home builder in obtaining second mortgages. The new laws covering credit unions were discussed and they also show that the bank commissioner, the Governor, and the Legislature realize the great amount of good that Credit Unions are doing throughout the state.

Other speakers who stressed the value and good work of these institutions were Roy A. Hovey, commissioner of banks; Edward A. Filene, president of the Credit Union National Extension Bureau, and Mr. Bryer, Treasurer of the City of Boston.

Those who represented Bird and Son at the meeting included: A. C. Urghart, J. H. Smith, B. R. Taylor, J. J. White, H. E. Rouillard and A. W. Smith.

Notes From Plants and Offices

Paper Mills East Walpole

J. E. Curran
W. J. Quinn
M. B. Lee

J. J. Burke
J. H. Maguire
R. E. Koebe

Maude E. Kaler

Dave Egan attended a surprise party in South Boston, April 19.

Ed Tracy recently visited friends in Roslindale and lost the last car, coming to work in style in a taxi. Class to Ed.

Pat Egan has resigned to become a regular policeman in the town of Walpole. We'll miss Pat on the machine, but can't



This lad on the bucking broncho is Dominic Rignone, son of Jerome Rignone, who works in DVF

very well miss seeing him if he directs traffic. Good luck to you, Pat!

The children that strayed away from Norwood the week of April 4 were found by Coleman Howe of DMB, who notified the police.

One day during the month several people who chanced to be in Clinton's garage noticed a snappy sport model car behind the garage. Inquiry as to its ownership revealed the fact that no one seemed to know, and that Timmy Cullinane was like a bloodhound on the trail looking for clues.

A card was found in one of the side pockets bearing the address of a charming young lady from Randolph. One of the truck drivers said he had seen the car parked in the mill yard at one time. Timmy thereupon came down to the office and tried to locate the young lady, but she had never been heard of in this vicinity. There was no doubt about it now, it was a stolen car all right, so Timmy oiled up his gat and shined up his club and waited patiently to get a shot at the first one to approach the car.

About 4.15 Dockray of DMT went up to put the "iron horse" to bed for the night. After the steed was given a drink and bedded down, Dockray hopped into the mysterious car and drove off, with Pat yelling at him to come back with the car.

Dock was sitting pretty until he started through the square where Timmy was on duty. The minute Timmy saw the car he had visions of a running gun fight. He put up his hand for the driver to stop and Dockray, unconscious as to what was going on, eased up to the curb to chat with Tim.

He was then asked several questions and told the story of the day's hunt. Tim's questioning revealed the fact that the fair lady certainly did own the car. But Dockray married the lady. Now he owns both.

The Norwood cops got after Pete Folan and made him get rid of his crows as they were a nuisance in the neighborhood. Pete is rather sore as the crows now come over to his house every morning for breakfast and then fly off and lay their eggs elsewhere. He says that in the future he will be unable to furnish his customers with this rare delicacy.

Martin Kane is a new arrival in DMT. He is a brother to Pat Egan's promising heavy hitter, Joe Kane. We have a lunch that Martin must belong to Costello's outfit as he was practicing the manual of arms with a broom the first day on the job.

Bill Welsh is a unique figure when acting as nursemaid to No. 5 machine. He wears a pair of waterproof shinguards. If he only had a steel vest and a galvanized iron hat, he would look like Sir Galahad. He carried a sword—while Bill's weapon is a broom.

DF joined the 100 per centers in the EMBA contest during the month, and were so elated that they called up the editor to tell him right after they signed up the last man. Congratulations, DF!

Henry O'Brien is slowly recovering from an operation recently performed at the Norwood Hospital.

John Folan is at the Norwood Hospital slowly recovering from a bad attack of pneumonia. Hope to see both of these men back on the job in short order!

Wilmer Wiggin spent the holidays with his parents in New Hampshire.

One of the dark-colored men in the K. of C. minstrel show at Norwood recently was none other than Joe Keefe, who certainly took his part well.

Miller Higgins of DF has purchased an Essex coach.

DF welcomes two new employees—Joseph LaBlanc and Andrew Hazlett.

Donald Kimball is now a member of the Main Mill Laboratory staff.

The camp at the "Bogs" is becoming a very popular place, and Hub is thinking of converting it into Bachelor Quarters on account of so many "friends" trailing him for an invitation to spend a happy evening there. The Darc Knights have an excellent orchestra known as the "Midnight Serenaders," of which Hub is the leader. Now that everything is in full swing at the "Bogs," you can hear him tickling the strings of his banjo any night that you happen by.



Girls at DF enjoying the Spring sunshine. Left to right: Della Townsend, Esther Flewelling, Julia Casper, Julia Kanalski

Box Shops

Malcolm Mars
Herman Lauble
John O'Donnell
A. J. Duncan

Curtis Boyden
W. J. Downing
Annie S. Richardson
James Dine

John Clancy

It took Bill Jackson a long time to get the measles, but as Bill said, "Better late than never." We are glad to see that he is back again.

"Bullet" White is back on native soil. Howard tells us that there was so much life in Norwood he was unable to sleep nights, so he sneaked back to East Walpole.

O. J. Goodspeed has finally located the buzzing in his radio set. It proved to be bees, that were roosting on his antenna.

FX1 is proud of John Uhfield, who saved his mother's life through blood transfusion.

Ralph Watson started to build a radio last January and from last reports he almost heard WEEL.

The engagement of Marie LaRoache and Fred Carey of Norwood has been announced.

Margaret Ewing is back in FXW after a long illness.

Carl Hedges has left Bird & Son's employ and is now working in Foxboro.

Peter Nielson is building an eight-room house on Fisher Street, North Walpole.

Engineering

J. A. Sheehan
John Mailland

W. O. Koehler
J. R. Burhoe

Somebody says that Spring is here. We won't believe it until we see Jack Smith's straw hat, or mebbe Tom Graney's. The bets are on as to who will appear first in a "Benny."

The mill yard auto shed has been moved to its new location near the filter beds.

We welcome to our force James Anello, working in EML, and Charles MacDonald, working in EMY.

Dave Regan, Sr., is working for CX in Baltimore, Md.

We are glad to see George Murray and Bartley O'Donnell back to work after their short illness.

Frank Whitehead has added a new sun parlor to his home.

Boys, they're biting fine. Elmer Parker, EMM, reports the catch of an 18-inch trout. And we believe him! (?)

There is a flock of new cars here at this writing. Among them are: Ed Boulter, Nash coach; J. H. Bowers, another Nash; E. R. Dennett, Ford Tudor; Brenton Steele, Chevrolet touring; George Eisner, Ford; Vic Purdy, Chrysler.

Harry Mann enjoyed a trip to Harwichport on the Cape during the April 19th holidays.

Herbert L. Engley, EF, spent the holiday week-end with relatives at Saunderstown, R. I., and reported plenty of lobsters in that vicinity.

Phillipsdale

R. H. Salisbury D. S. Lowry J. H. Nolan

At last Phillipsdale is to have a real automobile in the yard. Mr. Henderson is getting a blue Buick sedan and while up to the present it hasn't been delivered, we are expecting it any day.

Charlie Cyranok appeared upon the scene a week or so ago with a beautifully swollen eye, the cause of which isn't exactly known. Whether there is any connection between this and the mishap which happened to Jimmie Hanley's machine a day or two later when Charlie ran into him, we wouldn't want to say.

People have been asking who the ex-convict is that has been seen around lately. We announce that while it looks like—well—looks peculiar, it is only Pierson, who got a "pineapple" so his wife couldn't pull his hair.

For Sale—One super "crystal-dine" radio, the only crystal set that got Chile from the bed springs. Reason for selling—to make room for the radio coming with the "Den of Harmony." See Jack Hammerli—he has bought a ticket to the Shrine Circus.

Not Jackie Coogan, but Curtis Guild Boyden, Jr., son of Curtis Boyden, FX1



We still think that Henry Phelps has a lot to learn about checkers. There is a set of dominoes in the drawer, Henry, and we would advise you to try yourself out with them. No doubt, John Davis will give you a little advice.

The sick are beginning to return and we are glad to see them. Russo, Chase, Wynne, Madden, Christie, and Tarenskov are among those who are able to be with us again after a more or less serious illness. Ask some of these men what they think of the Benefit Association.

Joe Farrell and his gang gather in the brigade room every noon for their daily game and they do like punishment—they get trimmed every day and come back looking for more. Joe's chief advisers are "Oscar" Billings, "Whiskers" Riley and "Spaghetti" Nanni.

"If at first you don't succeed, try, try again" is the motto of Eddie Healy. You may see Edmund in the evening standing on the corner—yes, alone, and after a long wait he starts back home, still alone. And yet, he tries it again!

Carmine Priete found a brand new baby girl at his home, March 27.

Willie Banks is so careful of his new Essex, that he not only leaves it in front of the office now, but has someone tow him home occasionally—so as to save the engine, you know.

Antone Fernandes has brought in a stream-line Ford touring that doesn't look half bad.

It is reported that Walter Gill is cutting a wisdom tooth. Now we know why he had his teeth taken out—he didn't know where the new tooth would come out and he wanted to be sure of it.

Now that the bowling season is over, "Tixie" Billings doesn't know what to do with himself. He'd better be careful—that's the way fellows feel before they get married.

We welcome Harriett Neill, who is now with us in the office.

Two men in DPH have lately reported for treatment of infections that were over a week old! Had these cuts been taken care of at the right time, they would have been healed up the next day. Have those small scratches attended to at once.

Roofing Mills

Norwood

H. A. Dresser
C. J. Watson

H. F. Everett
L. M. Pratt

Charles Savage

On April 2, our friend Frank Mori of FBY fame was presented by his good friend wife with a nine and one-half pound baby girl. Frank is quite proud of Rose Marie Mori, who is quite a little lady to be sure. Both mother and babe are doing well.

Our old "side-kick," "Jeppy," is back on the job again after a short spell of illness. He looked kind of peaked for a while, but he is now getting back his old vim and vigor. He spends



A. H. Chamberlain, DP
chemist. An old time
picture, taken years ago—
before he was married

too much time trying to figure out what the weather is going to be and whether or not he had better buy a Ford as a playmate for his Chrysler. Jep says no rain, snow or dust has yet found rest on his car.

One of the *Review* correspondents sends in this story:

"Did you ever feel like kicking yourself? Well, I did the other day. Can't say I was entirely to blame, for I did not learn until it was too late.

"Seems that our chicken-chaser, Rob Roy, went out to the hen house to rob his poor hens of what they had put by, and collected their eggs in his hat to take into the house. When he came to dump them out, one lodged under the sweatband and visor and Rob wore the pesky thing in his hat all the way back to the mill. And the worst part of it is I rode all the way back with him and didn't know about it. Gosh, if I only had! Talk about your scrambled eggs, egg shampoos, etc.! He would have looked like a custard pie a la carte Charlie Chaplin, if I had only known about it!

Can you imagine a full grown man carrying an egg in his cap without knowing it? Guess there wasn't much else in the cap."

Within the last few months much progress has been made in beautifying the grounds about FB. Many new cars have been seen winding around through our beautiful drives and lower gardens in the Mill yard. Among the new possessions, let us mention those belonging to: George Smith, Herbie Jepson, Dick Stoddard, Don Kimball, Ray Call and Eli Chamberlain. Wipe your feet before you enter.

April 20 marks the passing of FBPM4. This machine, which has produced much outside wall-board, has been dismantled and removed to make room for newer uses of that part of the building.

William Steincavicz has returned after a ten-days sickness with the gripe.

Andy Manimon spent the holiday digging clams at Onset.

New Chryslers are a common occurrence in the yard. Bill Hall is a great salesman.

Ralph Simmons, inspector of FBPM1, is making extensive improvements around his new place on East Cross Street. The latest is a new garage for his car.

Red Fulton is stepping full tilt on the accelerator these days. Since January 1 old No. 7, under Red's guiding hand, has broken records 8 times.

John Sheehan, FBF, an employee of Bird & Son for over 20 years, recently made a visit to Boston—the third since he has been here.

FB will soon be the house of judges. Charlie Savage is serving on the jury this month, and George Smith will serve during May. Sounds good—Judge Savage and Judge Smith.

Don Kimball has transferred his deck from PBL to PL at the Main Mill.

We all miss Granville Baker, who has been out sick for some weeks, and wish him a speedy recovery.

Commodore Driscoll has returned to his labors. He does not seem to be inclined to say where he went on this trip, but Dennis felt so good when he returned that all at FB believe the voyage must have been a pleasant one.

Edward Hiller and Mrs. Hiller have moved to Foxboro, his boyhood home.

Hamilton

H. E. Davenport

Miss L. O. Stephenson

H. Coultis

We are having a very late Spring at Hamilton. We believe the inclement weather is accountable for a great many of our employees having a siege of either la grippe, tonsilitis or the flu. Fortunately we have had no bereavements resulting from these illnesses and gradually everyone is getting back with us again.

Our mill superintendent informs us the new coating mixer has been installed and we are now all tuned up for the Spring business, our motto being "Quality and Production."

Easter was cold and windy at Hamilton, but Easter Sunday brought 10 pounds of sunshine to Mr. and Mrs. H. L. Balch. A girl? Sure!

A few of the bridge sharks in the office congregated one Wednesday evening and had a friendly progressive game of bridge. Vera Ingledew won the prize, a lovely pack of cards. Dainty refreshments were served, which along with general wit and exhibitions of the Charleston, made the evening quite a success.

The tariff cut on automobiles was a very disturbing thing to many men in the mill—fortunately most of them unloaded with the exception of Henry "Red" Stuart, who is now waiting for the tariff to be lowered on batteries, then he will be able to appear once more in his fallen arch six.

Signs of Spring at the Hamilton Plant

Burton "Roundy" Page has washed his car.

Charlie Parsons appears on the scene with his Spring coat.

Our friend Daddy Balch is now travelling around in a "Baby Lincoln."

Thomas Watts with hammer and chisel in hand repairing the old "knox-all four."

Adolph Cox comes gliding in with his new Star sedan.

Joe Sells and Harry Hunt of the Maintenance Department are wearing their summer head gear.

Bus. McLennan also came in with his tweeds and blazer.

Last but not least, our congenial friend, Mr. Stuart, comes in with his windshield all shined up.

Vera Ingledew entertained the girls on April 14 in honor of Marjorie Simpson, who is leaving for the Montreal Division. The girls took this opportunity of presenting her with a purse as a slight token of their regard and expressed good wishes by a comic verse enclosed.

Windi-City-Zephyrs

W. W. Wilson

Mrs. G. Prarie

B. H. Roberts

R. C. Newton has joined our sales organization, and will travel northeastern Texas, formerly covered by D. C. Cary.

We sure had one real "New England" snow storm here the last part of March and the first part of April—autos snowed in, high drifts on roads making driving out of the question. Weather still wintry, which is being reflected in business.

Shipments for the first quarter of this year from the Chicago Plant were 13% over last year, although it is well to remember that we shipped considerable tonnage for the first quarter of 1925 in December, 1924.

Our mill Bowling Team has performed none too consistently to date in the Manufacturers' League. They promise next year to get an earlier start and to be up with the leaders.

The Misses Porter and Moore and Mrs. Kalman are recent additions to our office force.

E. A. Tuscher, our Built-Up Sales Manager, was presented

with a chest of silver by the Office, Mill and Sales Departments last week, as a wedding present. Mr. Hird made the presentation and "Tusch" replied, with thanks to all his friends.

Messrs. Van Stone, Wiggins and Mutch of the "Luhrring Boosters," visited the office and plant recently. The Luhrring Boosters is the employees' club of the Luhrring Lumber Company of Evansville, Indiana, one of our old established dealers.

Our Built-Up work is maintaining its high level, and reports indicate that more architects are specifying asphalt built-up roofs than ever before.

"Bob" Peterson, who looks after the Southern sales representatives, was in town for a short visit early in the month. Spring had evidently "arrived" down there because "Bob" was all decked out in his summer finery.

Arthur Schurdell of the Ohio State Lumber Company of Cleveland, Ohio, spent a day with us recently getting acquainted and viewing factory operations.

Several more "non-stop" runs on the machines this past month.

The Uncle Hiram Roofing Company of Nashville, Tennessee, had a display of Bird's products at the recent Home Builders' Show in that city that drew considerable attention.

We were all proud to note that our E. S. Davis captured the first prize for a salesman's story—and you can bet we have other hustlers who will be in on the proposition from now on.

Eric Gach of our Laboratory has just purchased a home out beyond the plant.

"Al" Bohenger has had his hands full to date with plenty of cars ahead and both Paddy Long and Eddie Laun on the sick list.

We are pleased to see Marie Kelly back at her desk again after three weeks' illness.

Mr. Hird has just returned from a visit with the Mountain States Roofing Company, who operate in Denver, Colorado Springs and Pueblo, Colorado, and reports that prospects for 1926 look very favorable. Mr. Shamberger, president of the Mountain States Roofing Company, is an enthusiastic booster for Bird's Roofs. Experience has taught him that quality is the only sure foundation on which to build a business.

Floor Covering Plant

Norwood

L. J. Latham
William Boyden
L. R. Bernier

G. L. Staples
Carl Johnson
Stuart Nickerson

Charlie Bean of FFSM has bought a Universal car—"coop" style.

Frank Mumbrow of FFM has decided to stay away from Chevrolets for the rest of his life, and has purchased a Maxwell sport touring car.

A ten-pound baby boy was born to Mr. and Mrs. Louis Giompietro late in March. Giompietro works in FFM.

"Cementa" Angelo, FFF, is building a two-car garage for investment purposes. He looked prosperous enough one day recently with a fur lined coat and all the fixings. The gang hardly knew him. Why the garage?

The day after Easter one of the industrious men connected with the pull-out crew was rather bewildered as to the exact day, but finally, through the combined efforts of all concerned, it was impressed upon him that Monday was correct.

Following are some of the new cars that put in an appearance after the first of the month: Frank Mumbrow, Maxwell sport touring; Ernest Huggard, Chrysler; Arnold Chamberlain, Ford Tudor; Leslie Latham, "Another Ford."

Going to sleep on the train between Walpole and Morrill's is a sure sign of late nights or something. Most of us are able to stay awake that long anyway. But Steve Riordan didn't, and if he hadn't come to at Norwood he'd have gone clear to Boston.

Duffy looks as though he belonged to the House of David. We suggest he get a job with the Gillette Razor Co.

George Foley and Francis Sheehan acquired a decided limp over the week end. Sheehan was visiting a farm in Middleboro. Chickens were his objective, so he said, but they must



And just to remind you that there was a winter—here's a picture of the bridge between FF and FB

have been strange birds. He was in bad shape. As for Foley—he lives in Westwood, but rode to Hudson over the holiday in a "Fliv." That was enough for one bad leg anyway.

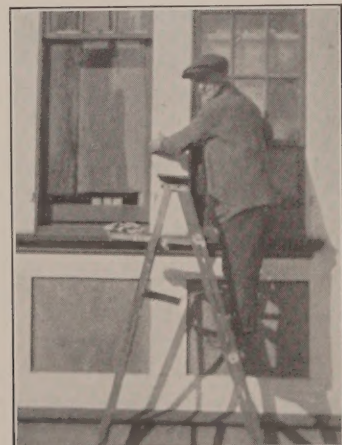
Frank Maguire recently acquired a new Essex and tried out for his license in Boston, amid traffic and one-way streets. The following verse was NOT written by Jerry the Office Cat:

Just to be
A regular
Member of the
Elite
Section at FF,

Frank
Ransacked the coffers
And bought a
Neat Essex
Coach, and had
Many difficulties
And close shaves
Getting out of
Ugly circumstances
In Boston
Regarding his license.
Everything is

Just
Right now.

Apologies to K. C. B.



Sam Bailey, house
cleaning at the
Hamilton office



Robert and Gordon Saunders, sons of G. A. Saunders, Pacific Coast Floor Covering Salesman

We miss the genial smile of Johnny Eppich in FFC since he transferred his activities to the laboratory, but what is our loss is the laboratory's gain.

At this writing it seems likely there will be a healthy and spirited contest at the next annual meeting of the EMBA. FF has had very few representatives on the board for several years and it is likely that several candidates for office will appear.

Charlie Witosky was asked: "Going to have fish tomorrow for lunch?" And Charlie replied, "No fish. Haddock. Mebbe fish next day."

Chicago Floor Covering

B. I. Hindmarsh

Lillian Moe

In the "Stamp of Honor" contest which was based on the percentage of quota on 9 x 12 perfect rugs attained during February and March, W. F. Bagley reached the highest percentage, 121 per cent, and was awarded the Gladstone bag.

R. W. Duvall, Field Manager of the Southern District, was awarded the pen and pencil set as his district attained the highest percentage, namely 78.71 per cent.

The Chicago district should really also be listed on the honor roll as their percentage was 78.70 per cent.

The individual prizes, consisting of brief cases, for reaching 100 per cent or over of quota, were awarded as follows:

R. A. Kent	118,	Southern district
H. Hagbuckle	114,	Northeastern district
W. K. Smith	114,	Chicago
C. D. Knapp	112,	Southern district
W. R. MacChesney	100,	Southern district

Messrs. Duvall, McEndy and Westcott attended the recent Auction in New York and report a very pleasant as well as profitable trip.

Hagbuckle and Duvall's presence in the office Saturday, April 3, reminded us of old times.

Miss Wittleder has now taken over the sales quota and statistical work formerly done by Miss Whalen who recently left our employ.

The much heralded bowling match between the Floor Covering office and the 76th Street Roofing office was held at the Illinois Athletic Club alleys on March 25. Floor Covering was victorious by the margin of sixteen pins. The Traffic department kept score, Bartlett being official score keeper and Howells his able assistant. The individual averages were as follows:

Floor Covering	Roofing
Williams 161½	Emerson 183
Graf 161½	Jensen 163¾
Hindmarsh 156¾	Kennelly 145¾
Westcott 151	Overholt 131½

Battle.....147½
O'Connell.....140½

Hanna.....121¾

Considerable interest was shown in the opening of the baseball season. Ask Duvall what he thinks of the St. Louis Browns.

The following clipping from the Madison, South Dakota Leader, shows the interest that is being shown in the window display installations of Mr. Canright:

"A novel window display has been arranged at the W. E. Bray Furniture Store by E. J. Canright and A. W. Coey, both of Chicago, Illinois, representatives of Bird & Son, rug manufacturers. A large Neponset waterproof rug has been placed in the center of the window, with the edges turned up to form a shallow container. Into this container, water has been poured to form a miniature lake five or six inches deep. Two toy motor boats, propelled by canned heat, ride in this lake, so arranged that they race around the surface of the water, traveling in a circle. It forms a very interesting display and clearly demonstrates the waterproof qualities of these fine rugs."

Due to Mr. Canright's taking over sales territory May 1, this window display service will be conducted for the present by John Graf.

Mr. Westcott has just been elected president of the Amherst Club of Chicago. Congratulations!

Spring must have arrived. The weather man does not bear us out on this, but the recent moving of desks in the office is sufficient proof.

San Francisco Office

Mrs Mary Kersey

H. B. Bailey of the Bailey Furniture Company, our dealer in Honolulu, recently paid us a visit. He reports business good there. We expect to have some pictures from the Islands soon.

L. F. Southwick has resigned. According to last reports he was enjoying a New England snow storm and had decided to go into the lumber business.

G. A. Saunders is now covering the territory of San Francisco and Central California. He was transferred from the intermountain territory where he has been very successful. J. M. Mann of Boise has taken Mr. Saunders' previous territory.

Mr. E. R. Patch is now covering Northern California, Southern Oregon and Nevada. Mr. Patch has sold "Neponset" for some time for our jobber.

Main Offices

M. J. Hawkins
Margaret Poff
Helena G. White
Ethel Duncan
F. J. Spang
M. E. Tarr
Beatrice Foster

Margaret Dalton
O. C. Turkington
Mary A. Concannon
Ella M. Dalton
R. S. Abbott
A. V. Wilson
Helen Lovering

The engagement of Helen Lovering to Dalice Trowbridge Robbins of New York has been announced.

Irene Costello and Catherine Costello spent the holiday week-end sight-seeing at Niagara Falls.

Marion Smith and several girl friends spent the holidays in New York City.

Frank Randall, AW, has been transferred to AM.

The JFF Club of the Comptometer and Billing departments are planning to close the season with a theatre party. The girls in this club meet at the houses of the members. Club talent furnishes good entertainment, with refreshments following at each meeting.

Charlotte Hodges has returned to work following her recent illness.

We extend our sympathy to Miss Morrill on the loss of her sister.

Johnny Ahearn's new Ford went great until he tried to run it without gas. Not even a Ford will do that, John.

The engagement of Elsie Nelson to Walter Connolly, formerly of Bird & Son, and now with the Bird Machine, has been announced.

Miss Ecklund visited at her home in Worcester over the holiday, making the trip by auto.

We are glad to see Mr. Beaulieu back at his desk again.

Mrs. Margaret Kelly has been transferred to CX.

Howard Whitney and Howard Richardson journeyed to their respective homes in Vermont over the holidays, and report fine weather and a great trip.

Earle A. Bradley has joined the Accounting department.

We extend our sympathy to Mr. Wallins, who recently lost his mother.

Raymond C. Hilbig, formerly with Bird & Son, but now in charge of the export sales department of the Greenfield Tap and Die Corp., visited Mr. Center over the week-end.

Mary Clancy has joined the Billing department.

Ted Center has a Ford for sale—price \$20. Guaranteed to run for 30 days, more or less.

Olivine Tetrault danced the Charleston in the K. of C. Minstrel Show.

Other trips over the holiday included: Luella Hennessey, at her cottage in Mattapoisett and Beatrice Hammond, visiting in Vermont.

Sabina Costello is sporting a Studebaker sedan.

Dave Fiske now bowls over from Sharon every day in a Studebaker.

The Misses Corcoran, Hickey and Urquhart of Purchasing went into Boston Thursday evening, April 15, for a good time. On reaching "Bean" Town they went to the "Ole Plantation" for dinner and afterwards went to "Aloma."

Did everyone see the heroic rush made by B. D. Rogers and A. H. Anderson to extinguish the small fire which started on the railroad bank on the morning of April 14? Through their good work no fire apparatus was needed.

Mike Hawkins has decided that his car is a real car after the ride he took in "Scottie's" to Walpole one day. We had quite a time trying to see Mr. Hawkins at the wheel as apparently the worthy "Scot" has quite a nice little nest for himself behind the wheel, which it was hard for the temporary driver to fill. Quoting the owner, "Well, you got there and back just the same."

Miss Hickey spent the holiday week-end with friends in Dorchester.

Paul Breen left CE recently. Mr. Breen is to work for the Norwood Lumber Company. E. V. Gibbs has taken Mr. Breen's place.

C. L. Hammond has taken over the territory formerly covered by E. H. Gallup in western New York.

Frank J. Sullivan has joined the Building and Roofing Sales department.

Gerald Sheehan has joined the Building and Roofing Sales department.

A. D. Kilham spent a few days at the mill the week of March 29.

J. J. Mahon has purchased a Chevrolet sedan.

J. H. Van Hoy has a new Buick coupe.

George Spencer of the Spencer Roofing Company, Providence, and party visited the mill with Mr. Sherman, April 7.

May Silverman Baler is receiving congratulations on the arrival of a baby boy, George Robert.

Mrs. Ambrose O'Donnell, formerly Esther Foley of VK, is the proud mother of a son, born April 5 in Detroit, Mich.

Miss Ruggles is in the market for a bumper for her automobile. She is worried because her car overtakes all other cars on the hills, and she hasn't taught it to jump yet.

Paul Revere rode all right on the 19th of April. So did Winn, Garner and Peabody. Only they alarmed only the traffic cops. Garner drove home from New York in eight hours. Peabody and Winn enjoyed eight hours sleep. In fact, one of the party was willing to walk home, he was so rested.

One proud father in the office is lucky. His daughter is cutting a tooth while he is away on a ten-day trip.

Who takes care of the garage keeper's daughter and his cars when the garage keeper's daughter goes away? Lloyd has another machine this month.

If you wish to study French, Leo Bernier of FFV will make the subject amusing to you.

The tables of a famous night club in New York are all



Sam and Alfred Bornstein, our dealers in Seattle, Washington

covered with Neponset pattern No. 261. They "defy wear" satisfactorily, but as yet have not had a chance to defy any water.

L. M. Dearborn has a new Fallen Arch. Room for two.

CF was well represented at the Onion Club dance on April 9 at Social Hall.

D. L. Sampson visited the Main Office on April 10. We were all glad to see "Don" again.

Miss Foley has returned to work after a siege of the grippe.



C. N. Arnold Co. Holds Banquet

On Thursday, March 18, the C. N. Arnold Co. of Poughkeepsie entertained the contractors and builders of Poughkeepsie, also some prominent men of Dutchess County, at a banquet held in the Nelson House, Poughkeepsie.

The guests were welcomed by Rev. Frederick S. Arnold, in a very original and interesting speech. After the banquet speeches were made by Mayor F. B. Lovelace, Hon. J. H. Ackerman, Fire Chief C. W. Noll and Judge G. V. L. Spratt. Mr. W. E. Hale, Eastern Sales Manager of Bird & Son, inc., gave a talk on the history and products of Bird & Son.

A rather unique feature was that over the back of each chair a Bird & Son carpenter apron was hung and the guests put these on before sitting down to dinner. Another interesting incident was the witty remarks of Judge Spratt, who, in connection with the aprons, criticized Bird & Son for making the strings on the aprons so short—he having experienced great difficulty in getting his tied.

The dinner was enlivened by songs led by Harry C. Bock, and the timely and interesting remarks of the presiding officer, Rev. Arnold, caused great merriment. Everyone present voiced the opinion that the banquet was the most successful of any held by the Arnold Company.

The C. N. Arnold Co. was founded in 1921 by David Arnold and it has shown continuous growth and development. At the present time it is one of the largest concerns of its kind in the state. The present head of the concern is the Rev. Frederick S. Arnold and the manager is Mr. John R. Robinson. Mr. Robinson has been with the C. N. Arnold Company for a great many years and by his good judgment and efficient management has played a very important part in the success of the company.

Bird & Son, inc., take great pride in being associated with such a splendid concern as the C. N. Arnold Company and it is our wish and desire that the friendly relationship which has existed for so many years will continue indefinitely.



Work! Work! That is my unfailing cure for all troubles.

—Lydia Maria Child.

Russell Reed Winner of Medal for Essay on the "Constitution"



Russell and Fred Reed

BIRD AND SON in general, and the Building and Roofing Mill in particular, certainly have a right to be proud. Russell Reed, a Norwood boy whose father, Fred, works in FBM, was recently awarded a medal given by the Elks for the best essay on the U. S. Frigate Constitution.

Russell appears in the picture above holding the medal, which is inscribed as follows: "For Excellence in American History. Presented to Russell Reed by Commander Marion Eppley, U. S. N. R., for the best essay on the U. S. Frigate Constitution written during the nation wide appeal for her restoration. A.D. 1925."

•••

An Unequalled Opportunity

WE have been asked by the New England Department Military Training Camps Association to assist them in enrolling candidates for the 1926 training camps to be held in July and August.

This offers an opportunity to young men for a period of good physical training, outdoor life, and, from the testimony of others who have attended, plenty of good fun.

Applicants must be between 17 and 24 years of age, in good physical condition, of high character, and be well recommended. The enrollment is necessarily limited.

Anyone interested should send his name to the Labor Bureau.

Athletics

A. W. Smith

JUST at present we are between seasons in athletic activity. After our highly successful basket ball and bowling activities, we are looking forward to the summer sports.

Baseball should get under way during the coming month. At present there is nothing definite to announce regarding a schedule, but it is probable that the Walpole-Norwood Industrial League will hold forth again. Bird and Son will have a team in the field in any case. Players desiring to join the team should see Al Smith at the Labor Bureau.

By the time the *Review* is issued the tennis courts will be in condition and possibly in use. Plans for a tournament will be announced later.

•••

New Brick Building to Replace SF1, in the Mill Office Yard

SPRING building is well under way at the East Walpole Mills. Foremost among the improvements will be the new building in the Mill Office yard. This structure will replace the present SF1 building and will house all of the maintenance departments as well as providing storage space for finished goods.

The building will be of brick, three stories high, and 72 feet wide by 256 feet deep. It will extend from the Mill yard back across the river. It will be well lighted, fireproof throughout, with modern elevator and other facilities.

On the first floor will be the pump room, machine shop, locker room, electricians, a department for EM, millwrights, carpenters, belt room and maintenance stores.

The second floor will house the Paper Mill Laboratory, a museum in which will be exhibited interesting historical material, a rat-proof storeroom for machine felts and wires, storage space for rolls and finished goods and the shipping office.

The third floor will contain the draughting room, pattern, storage, and finished goods storage. These finished goods will be handled both by elevator and by a new spiral conveyor.

Among other improvements at East Walpole will be the addition to No. 1 beater room. When finished this addition will house eight Jordans, six of which are being moved from other locations, and two of which will be new.

We are also going ahead with the new central water pumping system which will be located in the basement of No. 1 beater room. When completed this system will pump and screen the entire supply of water used in the mill.



BIRD NEPONSET PRODUCTS



Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases NEPONSET Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Black Tube Paper Torch Paper
Bird Wadding Gray Index Cardboard Jacquard Board
Felt Papers for Special Purposes

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Hexagonal Twins Lock-Butt Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating

BIRD & SON, inc.

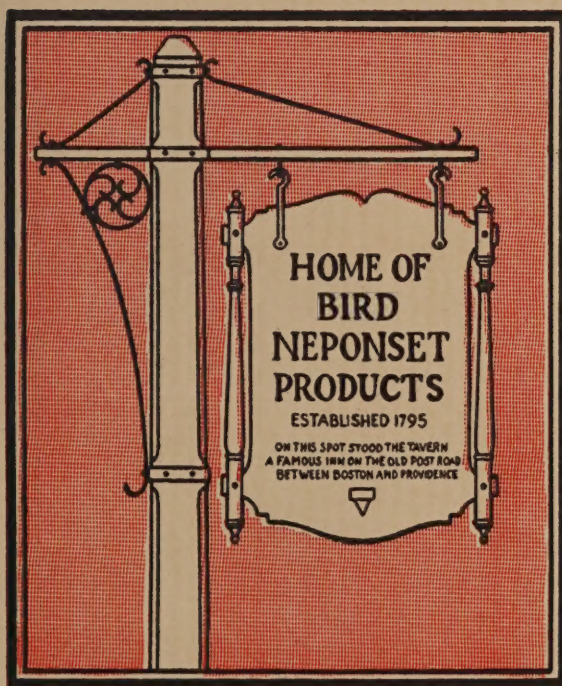
Established 1795

EAST WALPOLE, MASS.



The NEPONSET *Review*

Edited and Planned by Employees of
BIRD & SON, inc.
East Walpole, Mass.



VOL. XIV NO. 6

JUNE 1926



BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Philadelphia,
Atlanta, San Francisco, Minneapolis,
Columbus

Warehouses
New York, Chicago, Philadelphia, Detroit,
St. Paul, Atlanta, Dallas, St. Louis, Indianapolis
Houston, San Francisco, Seattle, Los Angeles

Officers and Directors

President CHARLES S. BIRD

Vice-President, PHILIP R. ALLEN

Sec. and Treas., HERBERT H. MILLER

General Sales Mgr., PHILIP R. ALLEN
Asst. to Vice-Pres., RICHARD C. FLOYD

Roofing Sales Division

Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales Division

Manager, CHESTER H. ANDREWS

Special Paper Sales Division

Manager, ELMER H. BARTLETT

Western Roofing Division

Manager, FREDERICK H. HIRD
Assistant, WILLIAM W. WILSON
Superintendent Chicago Plant, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, DONALD A. CHASE

General Manufacturing Mgr., GEORGE R. WYMAN
Asst. Manufacturing Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS
Asst. Treasurer and Credits, DIMON E. MERRILL
Auditor, AXEL H. ANDERSON

BIRD AND SON SALES CORPORATION

(Floor Covering Sales)

Officers and Directors

President, PHILIP R. ALLEN

Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.

Sec. and Treas., HERBERT H. MILLER

Eastern Manager, WILLIAM B. ROGERS, JR.

Western Manager, RALPH W. WESTCOTT

Pacific Coast Manager, L. W. PROUTY

Makers of Quality Products Since 1795

The NEPONSET REVIEW

Yard Gangs Maintain Bird's Standard of Cleanliness

Neat Appearance of our Mills Always a Source of Favorable Comment;

Co-operation of All Needed to Maintain this Reputation

WE hear much of the "Bird Standard" in the quality of our products. But there is another standard which, while not being emphasized so much in an advertising way, nevertheless

the mills in "show garden" shape.

First of all the advantage in having a favorable mill is one of pleasant appearance. The mills and offices are more inviting places to come to



*These men keep the Chicago Mill grounds spick and span
Enberg, Walsh, Sluis, Rogers. Kneeling, Thomson, Droege "The Man with the Rake" is Walsh*

is as much a part and parcel of the Bird policy as quality in our products.

The neat appearance of all of our mills is always a source of favorable comment on the part of visitors. Yet this is not by any means the only reason for keeping the roads and grounds around

when they are neat than if they were run-down and surrounded by ragged lawns and hedges.

Again, an unclean mill is unhealthy. Dirty rags and papers are breeding places for germs. An unkempt road or lawn invites carelessness in the disposal of rubbish and in the general



Left: Polishing up the edges of "Fifth Avenue" at FF Right: The Floor Covering Yard Gang. Left to right: Julius Zerka, Nunzio Famigletti, John Sorjaren, Pasquale Accerino, Norio Ackabello



Left: The FB yard gang. Back row, left to right: Herman Stanton, Domenico Braconi, Tony Willatta. Front row: Frank Mori, Vito Carchedi, Louis Angelluci, Tony Salvatore Right: Keeping the two garden spots at FB in shape



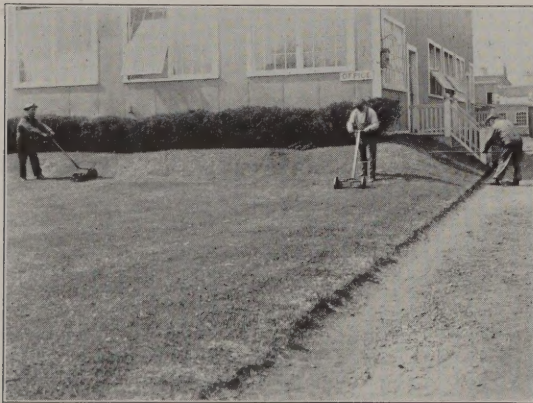
upkeep of the place.

Finally, a clean plant is far more safe from fire than a dirty one.



Those who give the Main Mill that "well tailored look." Left to right: Jack Smith, Bill Donahue, Vincent Meomertine, MacDonald, Mike Powers

The Mill Office Yard at the Main Mill is one Floor Covering the Yard Gang has just completed grading along the edges of "Fifth Avenue," the example of the good work the Yard Gangs do. At



Giving the Phillipsdale lawn a permanent wave

main street through the mill. The lawn outside FFC also offers a pleasant outlook. As you come down the hill into the Building and Roofing yard, you are at once impressed with the pleasing appearance of the circular lawns and hedges in the center of the yard, lightening what is otherwise, necessarily, a rather dull looking place.

Phillipsdale and Chicago are just as attractive and show the constant care which is the rule at those mills.

This maintenance of a high standard in cleanliness and neat appearance is only carried out at a considerable expense. So while there is no real need for a general ruling on the matter, just let this be a hint, let everyone do his part to help. Be careful of cigarette and tobacco boxes, fruit peelings, lunch papers and the like.

Then with the cooperation of all will we continue to maintain the Bird Standard in cleanliness, and to have ourselves known as "the cleanest mills, making the best products of their kind in the country."



Phillipsdale always keeps up to the Bird Standard in cleanliness The "gang," left to right, Patrick Lynch, Joseph Bento, and Joseph Bornachuck

Co-operative Banks Make Saving Easy and Practical

THE Co-operative Bank, without a doubt, is one of the most practical ways of saving a portion, however small, of one's income, and saving it in a way that will bring the greatest possible return.

It is the one great opportunity of the man or woman with a small or average income to prepare for future requirements. It is surprising and interesting to note the rapidity with which your savings accumulate. The table below shows what they may be expected to do for you:

Monthly Deposit	In 1 yr.	In 5 yrs.	In 10 yrs.	In 11 yrs. 7 mos.
\$ 1.00	\$ 12.40	\$ 70.04	\$ 164.30	\$ 200.00
2.00	24.80	140.08	328.60	400.00
5.00	62.00	350.20	821.50	1,000.00
10.00	124.00	700.40	1,643.00	2,000.00
25.00	310.00	1,751.00	4,107.50	5,000.00
40.00	495.00	2,801.60	6,572.00	8,000.00

If one wishes to withdraw at any time he may do so by losing a portion of his interest, in most of the banks, although some do not deduct any interest on withdrawals.

Whether you have to scrimp to spare one dollar a month, or whether you can save two, five, ten or any amount up to forty, become a co-operative bank depositor and face the future with an optimism bred in the knowledge of security.

Employees of Bird & Son, inc. have no excuse for not being able to save. We have in the Labor Bureau a department whose duty it is to take care of the employees' savings. This department will deduct from the wages of the employee whether he or she is paid on a weekly, semi-monthly or monthly basis. This money will be deposited in any savings bank, co-operative bank or in their own Neponset Credit Union. The place of deposit is left entirely with the employee. Send your name in to Al Smith, Department GC, or drop in and see him. He will tell you more about it and help you decide which bank you want to start with.

Uncle Mose on Shingle Making

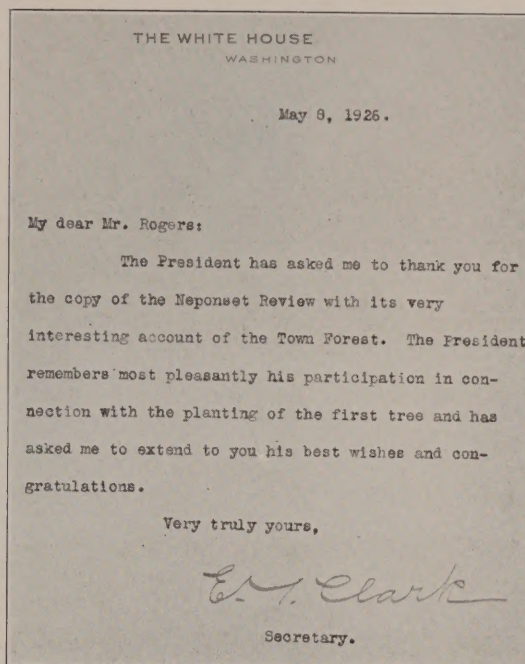
De porpoise ob dis here cogitation am to delucidate to you all de manufacturing progress ob our shingles, to Whit: A roll ob roofin' felt (dis am a relation to paper, only de homeogenous constituents am different an' am conglomerated in some udder way) am started on a machine. It am dismerged in a vat ob hot asphalt, or some sich disinfectant. Den dis asphalt permeated felt am perambulated along and a top coat of some harder asphalt stuff am wished on it, an' still it asphalt permeated felt am perambulated along and a top coat of some harder asphalt stuff am wished on it, an' still it moves along. Den a snowstorm ob dissicated an' somewhat granulated slate am sprinkled over it, an' it goes between two big rollers, placed adjacent to each udder, in close verticum juxtapositiom, so dat de slate am thouroughly impressed in de stuff as dis lecture am on your intellect.

Den de sheet goes thru a jugger dat cuts it into shingles an' dese are counted an' tied, an' den put on your roof.

Alley-oop!

H. L. Badger.

Coolidge Remembers Town Forest



Reproduction of letter from the White House

Veterans' Service List

WE give below a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during June, together with the names of our veterans who complete over twenty years' service during the month:

			Years
John White	Box Shop	June 1, 1891	35
Vitus Gleichauf	Maintenance	June 7, 1895	31
Andrew Walker	Paper Mill	June 7, 1897	29
Michael Sheehan	Bldg. & Rfg.	June 20, 1899	27
S. W. Smith	Supt. Main Mill	June 8, 1900	26
Otto Ross	Paper Mill	June 1, 1901	25
John Fitzgerald	Paper Mill	June 18, 1901	25
Charles Knaus	Paper Mill	June 1, 1902	24
Walter Sword, Jr.	Paper Mill	June 1, 1903	23
Mary Scanlon	Stores	June 1, 1906	20
James Kelley	Maintenance	June 7, 1906	20
Ludwig Polevitch	Paper Mill	June 21, 1911	15
John Kissell	Paper Mill	June 19, 1916	10
W. S. Jackson	Box Shop	June 1, 1921	5
W. B. Danaher	Floor Covering	June 6, 1921	5
Mary Concannon	Main Office	June 7, 1921	5
Mrs. Imogene Frank	Paper Mill	June 13, 1921	5
J. C. Rasch	Maintenance	June 14, 1921	5
Bernadino Marinelli	Floor Covering	June 16, 1921	5
A. H. Bridgham	Box Shop	June 17, 1921	5
Leo R. Bernier	Floor Covering	June 20, 1921	5
Julia Clem	Main Office	June 20, 1921	5
Beatrice Foster	Main Office	June 20, 1921	5
Tony Luvicki	Box Shop	June 20, 1921	5
Catherine Mahoney	Main Office	June 20, 1921	5
Pierino Palozzi	Bldg. & Rfg.	June 20, 1921	5
Carl Johnson	Floor Covering	June 22, 1921	5

Bird & Son Salesmen's Page

Floor Covering Yarns and Roofing Pictures for June

FLOOR COVERING seems to hold the honors for stories in this month's salesmen's page, while Building and Roofing comes through with two good pictures.

First off comes a yarn from "Johnnie" Walker, campaigner in Pennsylvania. John always has some good ones, and this is one of them.



Unique sign of the Sturtevant-Blood Co., Owosso, Mich.

"There was a faucet display in the window of a dealer in Coatesville, Pa.," says John, "and it was certainly attracting interest. Many were the comments passed on it, and guesses made as to where the water came from. But the best one came when an old colored fellow and his 'mammy' stopped in front of the window and gazed in wonderment at nature's latest creation.

"Finally it got the best of Mandy, and she said to Rastus—'Rastus, foh de lan' sakes, where does that ere water come from?'

"Rastus meditated a few minutes longer, scratched his wool, and then replied, 'T'se doan know foh sure, Mandy, but ah reckon it must be one of those ere radio streams'."

Robert Roberts, Building and Roofing man in Syracuse and vicinity, says, "Will surely spill some ink in the near future for the salesmen's page." Spill away, Bob.

Now regarding the pictures. The one showing the car is of Alan J. Potter. We don't know which brings in the most business, the sign, the Essex, or Al, but they all help, anyway.

The other was sent in by L. L. Williams, roofing man from the Chicago office. Says he:

"Here is a contrib. for the salesmen's page. The roof on this signboard is made of hand cut Art Blende shingles, with the house painted around it. Take my word for it, it's a snappy sign."

Bill Farrell philosophizes a bit as follows and to whit:

"It does really seem good to go fishing and get a good big string of five-pounders, doesn't it? Then again it seems hard to choose if it is really better to take a couple of days off that

way and have real good luck or—when one steps in a elevator and says, 'Please may I get off at the floor where they sell Bird's Neponset'—and then see the 'whole string' of ladies one has 'caught'."

Last month, in sending out the notices for this page, we asked H. E. Van Hoy if he was going to let his brother, J. H., get away with having his picture in the *Review* standing in front of a shiny new Buick. H. E. writes back to say that he is busier than a setting hen, but promises something good in the near future.

The Canadian Correspondents, while not strictly eligible to contribute to this page, have sent in a good little bit of poetry as follows:

Did It Ever Occur to You?

If you want to work at the kind of a job,
Just the sort of a job you'd like,
You needn't pack your clothes in a grip
And start on a long, long hike.
You'll only find what you left behind,
For there's nothing that's really new;
It's a knock at yourself when you knock your job;
It isn't the job—it's you.

Now comes J. H. Van Hoy, who doth solemnly depose, swear and affirm that "I will try to submit some copy first time I have something interesting." Which, we hope, is soon.

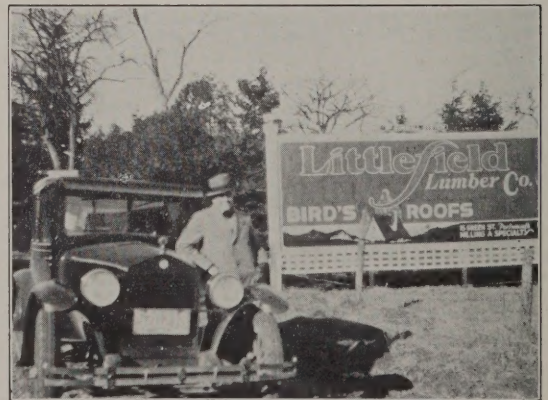
There was one picture which was sent in which couldn't be used, as it was rather hazy. The explanation with the photo said:

"We have often noticed pictures in the *Review* of the deep snow drifts in the vicinity of our Canadian mills. Note the picture—it is none other than A. J. Spaulding, taken on April 1, in the hot, dry state of Kansas. You see we also have some snow."

As we said before, the picture was hazy, and we wouldn't swear that those drifts weren't snow—but it was taken April 1.

To close the page for this month we have two good stories from the Western Floor Covering.

Hagenbuckle, who makes his abode in the



Alan J. Potter, the sign and the Essex

thriving metropolis of Peoria, says that even the fish there are not so dumb as they look. The reason he gives is as follows:

"While the faucet display was in operation in the window of the P. A. Bergner & Company at Peoria, one of the gold fish used to create additional interest in the display found his way into the faucet. Result, no water."

The other one concerns the W. C. Dunn Company of Junction City, Kansas, who recently installed a very attractive duck window. The duck in the case, however, not being satisfied to gaze at Neponset all his life strayed away and became lost in the mazes of Junction City. Mr. Dunn advertised for the lost bird, and the next morning received more ducks than he could use in ten years.

Business Briefs

What Regulates Prices to Customers?

ANY concern selling merchandise to the public is confronted with the problem of setting selling prices which will give the greatest volume at the fairest profit. While many manufacturers would like to sell their goods at a considerable amount above their own costs, they find they must meet *competition*. Other manufacturers who sell the same merchandise may have their goods priced lower than the costs would seem to justify. For a while, therefore, competition sets prices.

In the long run *fair costs* plus a fair profit determine prices, because those who continue to sell goods at cost or below cost will be forced out of business. No concern will continue to do business for nothing, and it is apparent that any concern which continues to lose money must eventually go "broke."

Really what finally determines prices to the consumer are the normal costs of that manufacturer who can make goods and deliver them cheaper than anybody else, maintaining, of course, proper quality. In other words the most *efficient manufacturer* is the one who will finally set the pace for all others. Such a manufacturer may enjoy for a time unusual profits because he will reap the benefit of his economies while prices are set by those who have higher costs. Finally some one will discover the efficient ways of his competitor and then prices will be brought to the new level of efficiency.

In the fixing of the prices of goods there are at all times working definite laws which bring the cost of goods to the lowest possible point. For example, it is natural for goods to be made where there is the most economical combination of raw material, power, and labor. Any concern which is at a disadvantage in the securing of these will find it difficult to compete and will find prices in the market forced down to the level of the concern that enjoys the most natural advantages.

Quality always demands price, however, and all the disadvantages can be largely overcome if quality is maintained.



The Boiler Bird

You've doubtless heard of the Boiler Bird
And seen him run about,
But we'll tell you true, just what he'll do
In case there's any doubt.

He feels so gay, the livelong day,
He's full of happy squeals,
As he flies around the whole mill ground
And flaps his big fly wheels.

He steams ahead, and it is said
He's really hard to beat,
But he runs, you see, so speedily
He wrenches both his feet.

When things go wrong, it isn't long
Before he then appears;
And he'll always hear, when things are queer,
For he has good engin-eers.

—Mike and Ike.

Card of Thanks

I wish to thank the firm of Bird & Son and my fellow-employees for the many kindnesses shown to me in my recent bereavement.

May F. Morrill.

Card of Thanks

Mr. and Mrs. William O. Koehler wish to thank the members of the Engineering Division for their generous wedding gift.

The NEPONSET REVIEW

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JUNE 1926

No. 6.

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Alley—Oop!

AT least once every year, in every publication, there has to be an editorial, poem, or something about, or inspired by, or in some way connected with Spring. This is it. But stay, there will be no twittering of birds, nor merry song of the tulip.

What we want to say is that the first five months of this 1926 certainly do look good to us.

Here's all kinds of alterations going on down around the paper mill. New Jordan room, machine alterations and all that. Sure thing, we thought we were way ahead of the times, didn't we? But there's always room for improvement. If you stand still, you're lost. Then, of course, there's the new building in the Mill Office Yard. Going to be a corker.

A day or so ago we took a visitor through the mill, and once again we were pleased to hear him say, as most of them do, "A fine looking place." We're giving credit this month to those who help keep up the appearance of the various mills.

Then on this Safety business. Last year we didn't seem to make very much progress, and we started out on 1926 without much hope, but with grim determination. Every man was told that it was *up to him* to reduce accidents. And in the first four months we had 21 LESS lost-time injuries than we had during the same period last year. Up to the middle of May we had only one accident in all our plants.

Production records, too! Every so often the editor gets a call—"Come down and take a picture of our crew, we've busted another record."

And suggestions! Every month so far the committee has been almost buried under an increasing number of ideas submitted. The percentage of accepted suggestions has been climbing every month, too. If you have an idea, send it in. Or if you need a little aid on it, call Harry Mann. He's helping a lot in this increase, and wants to help more.

Improvements, additions, cleanliness, safety, production, suggestions—here we go now—everybody—ALLEY—OOP!

Why the North Pole?

SO far as this *thinklet* goes, the sole reason for the North Pole's existence is to give me an up-to-the-minute theme. As the imaginary mechanism of the revolving earth turns on an imaginary axis at the exact spot called the North Pole, so the imaginary, or real, wheels in my head are set spinning merrily tonight, as I write, by the news that within a few hours no less than twenty intrepid men have visited this most inaccessible of places.

What a thrill, indeed, Commander Byrd's exemplification of the better spirit of America gave. We are apt to say how lucky he was in beating Amundsen & Co. to it, but *lucky* is an idle word, often a thoughtless word to use. It was *pluck*, not *luck*, that won the dash, pluck plus precision, plus pre-arrangement, plus persistence, plus something even more intangible than what these words suggest—personality.

It is the man behind the scientific inventions and calculations that made possible a stunt that made the world and his wife gape in goggle-eyed and wide-mouthed wonder. It is the man who sees, and, seeing, dares, who wins.

The story is told—it is a classic, by the way—that once upon a time a courageous young king led a great army in a successful far-flung campaign and then wept at the thought that there were no more worlds to conquer. It is many a century since Alexander choked to death eating pig's knuckles and sauerkraut, believing that he had conquered the world. "Woe is me," said he, "I have copped all the opportunity there is."

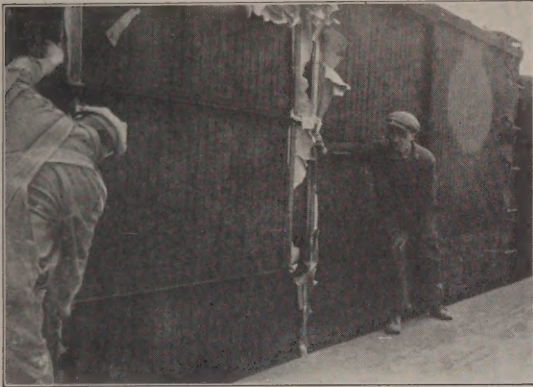
Many a shut-eyed man has said the same thing ever since and is saying it today. In the meantime men of vision are everywhere doing the impossible, and startling the world into a sitting-up and N. B. posture. The heroes of the Norge are in no whit behind Byrd & Bennett save in point of a few hours. It is possible to peel the encasing envelope from the defunct feline in several ways, as the wise bird said long ago in another and a triter phrase.

It is all primarily a matter of intelligence and gumption. Often and often the man who knows little and has accomplished less believes he knows it all and that he is quite some punkins. Being perfectly satisfied, he vegetates, fails to bestir himself, consequently knows and does less and less; whereas he who really knows much knows how pitifully little he knows. He who accomplishes much knows how far short he comes of his ambitions. He who goes far knows somewhat of the interminable distances that stretch ahead of him. The North Pole has existed, and other apparently inaccessible goals still do exist to waken the fettle and harden the mettle in us.

So it's up, then, and at it, and on!

H. E. R.

Did You Work Safely To-day?



WORK SAFELY

When the door closes tight the man on the left will get his fingers badly jammed. WHEN CLOSING FREIGHT CAR DOORS KEEP LEFT HAND CLEAR OF DOOR JAMB

WHILE we are gaining in the fight against accidents, there are still a good many that happen that shouldn't happen, and those that can be classed under the general heading of "Handling Materials" are the greatest in number.

Many injuries seem to come while men are loading or unloading freight cars. Most of them result from carelessness. Check yourself up of the points that follow, and make sure that you are not guilty of some careless practice that will result in an injury to yourself or some other worker.

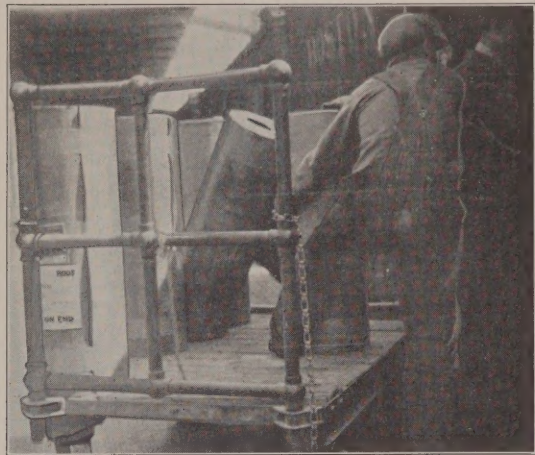
Trucks: Drive them carefully. Sound signal at all doorways, aisles, cross roads, and when approaching other workers. See that your truck is properly loaded BEFORE you start. Just the other day a ladder nearly fell off a truck going through East Walpole Square, because the ladder was not properly tied. Don't take a "lazy man's" load on either power or hand truck, so that you cannot handle it, or see what you are doing. Be sure that toe plates are securely fastened before you cross them, and then watch what you do. A man was injured recently when he backed a truck over a stair. Stop when approaching an elevator or bin, and then enter slowly when you are sure the coast is clear. Always block the wheels of your truck or load if it is at all likely to roll or slide.

Hand Labor: The two greatest causes of lost time in this division are strains and hernias. Either one may cripple or weaken you for life. Lifting incorrectly, even on a light load, may result in a painful injury, much lost time, and a great deal of expense. Don't lean over and lift with your back, even if the load is off the floor. Squat down and lift with your legs. If you do not understand, ask your foreman.

Lift and hold each object firmly. Broken toes, scarred backs and the like come from "butter fingers." Don't keep your back turned on the pile when clearing or loading bins or freight cars. Painful back injuries result when objects slide from the pile and strike workers. Watch out behind, as well as before!

Make piles firm and solid. You wouldn't nail your house together any old way, would you? A loose, careless pile is just as dangerous. It may collapse and bury someone.

Watch your hands, and keep them clear of door-jambs, walls, floors, cracks, nails and other places and things that you might hit your hand against when carrying or setting down an object. Small bruises, scratches and cuts may prove serious. Have them treated at once.



WORK SAFELY

When the man in this picture picks up the roll he has his hand on, the other will fall and crush his foot. KEEP FEET AND HANDS CLEAR, AND WATCH WHAT YOU ARE DOING

A reduction in the number of accidents from 56 to 35 for the first four months of this year as compared with the same period during 1925 is a favorable sign. Bird & Son workers, from the superintendents down, are fighting accidents. Do your part, don't be a slacker!

Standing of Plants for April

Dept.	No. Emp.	No. Accidents	Days Lost	Per Cent
DP	164	0	0	1.000
FX I, 2	293	1	7	.976
DM, DF, DV	237	1	5	.975
FB	228	1	6	.972
FF	264	2	10	.955
EM-ER	149	3	12	.894

Foremen's Club at FF

THE first of the year the foremen of the Floor Covering Division organized a Foremen's Forum which meets once a week for the reading of papers and for the discussion of various subjects relating to their work.

One of the aims of the club for 1926 is to beat production standards which have been set for the various machines and departments. The direct labor cost as compared with the 1925 cost and the estimated 1926 cost is the measure of what each foreman is doing.

So far this year there is a very select list of those eligible to the "Have Beaten the Budget Club," as the following list of members will show:

Ernest Huggard—No. 2 Machine in March and April. No. 3 Machine in March.

Leslie Latham—FFF in April.

Frank Reynolds—FFN in January.

Burton Seekins—FFC in January and March.

Bird & Son Library Offers Full Information Service to All Vacationists

AS a supplement to the information which may be found in booklets, time tables, road maps, etc., at the Library, we are herewith offering brief summaries on the various New England states.

Maine

Maine offers the vacationist many miles of seacoast and islands, and deep woods with lakes and streams, where fishing and hunting are of the best. There are many hotels, boarding houses, private cottages and community camps, and, in the woods, camps with guides provided, at an extra charge.

Hotel Rates: Large hotels, high as you care to pay; moderate priced, \$4 to \$6 a day; inns and boarding houses, \$2 to \$4 a day; community camps, \$3 to \$6; woods camps, \$4 up, guides extra.

Railroad Fares (from Boston, round trip, approximate): Portland, \$7; Lewiston, \$9.50; Augusta, \$11; Bangor, \$6; Bath, \$7.50; Rockland, \$12.50; Calais, \$24.50.

Auto Mileages (from Boston, approximate) to Portland, 130; Bethel, 200; Augusta, 200; Bangor, 270.

Booklets at Library: Portland, Maine, America's Sunrise Gateway; Along Shore from Kennebec to Penobscot Bay; Official Booklet of the State of Maine (full information on the advantages of the state); Rockland on the Coast of Maine; Accommodations in Vacationland (gives railroad fare and hotel rates for all cities and towns); In the Maine Woods (information on canoeing and camping, advertisements of camps and guides, etc.).

New Hampshire

New Hampshire has only a short seacoast, but with excellent beaches. Ocean bathing, boating and fishing. Hotels at lake and ocean offer dancing, golf, tennis, etc.; fishing and hunting in streams and woods during season. White Mountain country for hiking and climbing, or driving. Winnepesaukee and other lakes.

Hotel Rates: Large hotels, \$7 a day up; moderate priced, \$3 to \$4 up.

Railroad Fares (round trip from Boston, approximate): Manchester, \$4; Laconia, \$6.50; Alton Bay, \$6; The Weirs, \$7; Center Harbor, \$8; Bretton Woods, \$11-\$13; Hampton Beach, \$3; Rye Beach, \$3.50.

Auto Mileages (from Boston, approximate): Manchester, 55; Concord, 80; Laconia, 110; The Weirs, 120; Plymouth, 140; Woodstock, 160; Twin Mountain House, White Mountains, 185; Alton Bay, 110; Sunapee, 120.

Booklets at Library: New Hampshire, Land of Scenic Splendor (has auto map of state); Lake Sunapee; others coming.

Vermont

This state is a lake and mountain country. Good fishing, fresh water bathing, auto touring.

Hotel Rates: About same as New Hampshire.

Railroad Fares (round trip from Boston, approximate): Rutland, \$11; Montpelier, \$13; Burlington, \$15; Bennington, \$11; Brattleboro, \$8.50.

Auto Mileages (from Boston): Brattleboro, 140; Rutland, 210; Burlington, 280; Montpelier, 250.

Booklets in Library: Picturesque Montpelier, Historic Bennington, Rutland.

Where to Stop in Vermont (gives leading house and hotel rates): Vermont Motor Tours, Lakes of Eastern Vermont, Lakes of Western Vermont.

Massachusetts

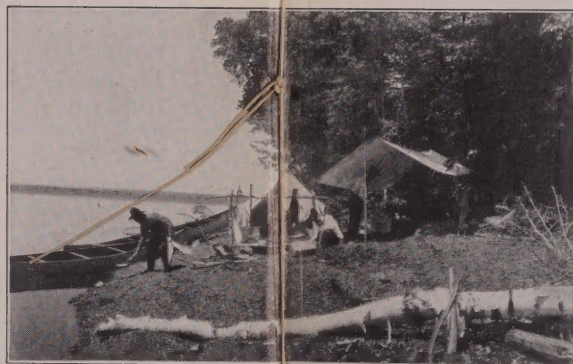
Our own home state is divided roughly into three territories offering many divergent pleasures for the vacationist. The North Shore, to the north of Boston, starts at Lynn, and runs through Swampscott, Marblehead, Beverly, Magnolia, Manchester-by-the-Sea, Gloucester, Newburyport and Salisbury Beach, among other places. It is a country of beautiful summer homes, and convenient small cottage settlements as



Top left, Along Maine's Wooded Shores

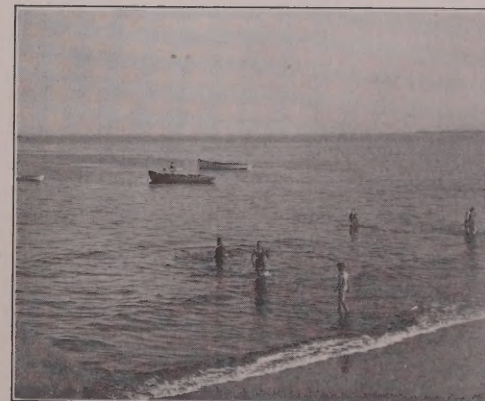
Right, Surf at Bass Rocks, Gloucester

Center, Camping in the Maine Woods



Lower left, Typical Scene Among Lakes and Hills of Vermont

Right, Salt Water Bathing at Situate Beach, Mass.



well. Excellent bathing beaches, good salt water fishing, some camping.

The western or Berkshire Hill section offers the pleasures of mountain and lake hiking and touring close at hand. The hills are all easily accessible. The Mohawk Trail is a famous ride. Large hotels not quite so plentiful. Smaller hostels and boarding houses abound along the way.

The South Shore starts about at Duxbury and runs down along the inside of Cape Cod to Sagamore and the Canal, and thence along both sides of the Cape to Provincetown. Lakes and ponds are in profuse abundance. Much forest land still stands despite careless humans. Salt water bathing excellent, particularly on outside shore. Main roads good. Easy going all the way.

Hotel Rates: North and South Shores, rather high, but smaller places can be found that are quite reasonable; good boarding places at fair price; cottages available for long or short periods. Few large hotels in Berkshires, except in cities. Smaller places at reasonable rates.

Railroad Rates: North Shore (round trip from Boston, approximate): Lynn, \$1; Salem, \$1.20; Marblehead, \$1.20; Gloucester, \$2.50; Rockport, \$2.50; Newburyport, \$2.70; Salisbury Beach, \$3.

South Shore: Plymouth, \$3; Sagamore, \$4.50; Oak Bluffs, \$6.50; Nantucket, \$8.50; Buzzards Bay, \$4; Hyannis, \$6; Chatham, \$6.80; Provincetown, \$9.

Berkshires: Springfield, \$6; Pittsfield, \$9. Auto Mileages: North Shore (from Boston): Lynn, 15; Marblehead, 20; Salem, 23; Beverly, 25; Gloucester, 39; Newburyport, 47; Salisbury Beach, 50.

South Shore: Plymouth, 42; Sagamore (Cape Cod Canal), 60; Buzzards Bay, 65; Barnstable, 75; Dennis, 80; Orleans, 95; Truro, 110; Provincetown, 125; Falmouth, 75; West Yarmouth, 100; Chatham, 115.

Berkshires: Worcester, 45; Springfield, 95; Westfield, 105; Lee, 140; Lenox, 145; Pittsfield, 155; Fitchburg, 48; Greenfield, 100; North Adams (from Greenfield, via Mohawk Trail), 140.

Booklets: North Shore: Cape Ann, Gloucester and Rockport.

South Shore: Cape Cod, Nantucket, Plymouth, Martha's Vineyard.

Berkshire Hills: Several booklets, with historical information and maps.

Rhode Island and Connecticut

These states offer rolling farming country and many excellent beaches along Long Island Sound. Further information in the Library.

New York

By shore route, the automobile distance is 250 miles. Railroad and boat fares depend on whether you go "excursion," day or night, etc. Around \$20 will do it for the round trip fares.

Canada

Montreal, via the White Mountains, is 350 miles by auto; via Burlington, Vermont and Rouses Point, 400 miles. Quebec, via White River Junction and Derby Line, 430 miles. Some booklets in the Library.

General Booklets and Information

Automobile Blue Book for New York, New England, Quebec, Ontario, and the Maritime Provinces.

Chamber of Commerce Booklet, with road map of New England, Highway Number System, Historical Spots, Abstract of Motor Laws, Requirements at the Canadian Border.

"Summer in New England." Boston and Maine R.R. publication. Gives railroad fares and hotel rates for all cities and towns along its routes.

"Summer Resort Manual." New York, New Haven and Hartford Booklet, giving same information as B. & M. book. Historic Places of New England.

Notes From Plants and Offices

Paper Mills East Walpole

J. E. Curran
W. J. Quinn
M. B. Lee

J. J. Burke
J. H. Maguire
R. E. Koebe

Maude E. Kaler

Ralph Farris and Gladys Irene Harper were married May 12 at the home of the bride on Rhodes avenue.

Taking the weights may be a good pastime for the "Skipper" of the Shore Line, but it was too tame for our "Little Sergeant," James Mulkerns. James has left us to help Henry Ford realize his dream of Flivver airplanes.

All the DMT gang seemed downhearted at one time during the month. The Iron horse was in Clinton's Hospital undergoing an operation for "cumsention" as Parky Yuhasky puts it.

William Walsh is now singing "Oh, where, oh, where has my little dog-gon."

Henry O'Brien is back on the job after a long illness.

James O'Donnell wants a road map of the mill yard. One day he started to push a truck of broke from the New Box Shop into No. 5 and he wound up in Arthur Smith's stock shed.

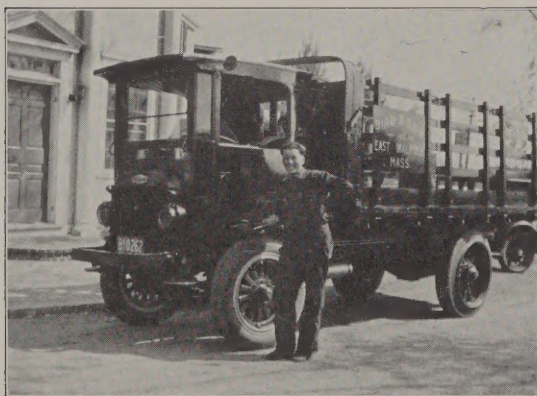


*Jim Kivlin, who
hustles things along
up at DMT*

Neatness not only in his personal appearance but also in his surroundings seems to be the watchword with Jim Kivlin. He called in Martin Kane and told him to round up his gang and wash all the windows facing the Finishing Mill. Martin didn't have a ladder so he put Gray to work on the top ones.

Jim Houlihan is dusting off his paint brushes preliminary to giving the three "billy goats" their new Spring coat of paint. While you're at it, Jim, why not paint a sink on one of those nice white walls.

Clarence Mattson has deserted Dave Fitzgerald's ranks. Frank Dockray is now filling the Engineer's seat.



"Shep" Walker and the New Truck

Augustus Nadin has been added to Dave's list of heavy hitters. Welcome, Gus. Take a seat until we get a chance to put you in the limelight.

Arthur Colburn and Harry Tower went fishing one Sunday lately and report very good luck. The size of the cod they caught was "ee-nor-mous," according to Harry.

Phillipsdale

R. H. Salisbury

D. S. Lowry

J. H. Nolan

Blue seems to be the prevailing tone in automobile fashion at Phillipsdale right now. Mr. Henderson's new car is blue, Mr. Eaton's new Oakland is blue, George Hawley's new Buick is blue, Arthur Curry's new Dodge is blue, Chamberlain has just had his car painted blue—and Frank Reed's car looks as if it had 'em.

Jimmie Holleran is going around with his chest 'way out—and why not? He is the proud father of James Holleran, Jr., born April 28.

Two of our men, John Maderious of DPP and Nathan Olch of DPC received checks for accepted suggestions this month. That idea of yours might mean real money to you if you would only set it down on paper and put it in a suggestion box.

Eight or nine years ago Lloyd Allen took the generator from his Maxwell to an expert for a little dusting up. When said expert got to work on it he found that the coagulator was crossed with the fumigator and would need a complete overhauling. Lloyd has been suffering from stiff arms and cracked knuckles ever since, but he hopes to get it back before winter.

We hate to talk about ourselves but we think that our mill and grounds look pretty neat. Our junk yard has been cleaned up, the roads are in pretty good shape and Pat Lynch is hard at it keeping the grass under foot.

Box Shops

Malcolm Mars
Herman Lauble
John O'Donnell
A. J. Duncan

Curtis Boyden
W. J. Downing
Annie S. Richardson
James Dine

John Clancy

Billy Koch is back with us again.

Richard Burke has resigned and has gone to Chicago.

The Box Shops get some funny orders all right. Early in the month someone sent up a request for a kitten, to be supplied by another party who has access to said animals. But it must be a certain kind of cat. So when Russ Tupper passed along the order he said, "Deliver one papa kitten to the hospital."

We are pleased to hear that Tommy Norris is much better, after his recent illness.

Miss Golberg was a recent winner in a puzzle contest. She is now willing to sell her \$20 necklace for \$1.98, since the Better Business Commission has exposed the contest as a fake.

At a recent meeting of the Box Shop foremen at the Bird Club, one of the members nearly fainted as he sat down to the festive board. He soon revived, however, and it was found that he had eaten nothing all that day.

Miss Dower is writing an article in the "Safety Pin" contest for a story on "Why I want 'my man' to work safely." Good work!

Thomas Barr, whose picture appears elsewhere in the Notes, was on the stage in Loew's Orpheum Theatre in Boston for a week this last month. After he completes his stay there he starts on a tour of the Orpheum Circuit. This young man is a very clever actor, and great things are expected of him.

John Zedrosky is the proud father of a baby girl, born May 12.

Bill Downey took a day off recently. This was surprising until it was discovered that he claimed a suit of clothes that had been for sale in Filene's Basement for 30 days.

Spring poetry abounds in this issue of the Review. Here's a contribution from Florence Slaney and Anna Davis, FXR.

A Little Dope

Did you ever visit the presses,
Where girls in beautiful dresses,
Stand feeding paper boxes all the day?

Or see the rolls atwirling,
Be the boxes straight or curling,
They have to be put in right, to stay.

If you feed your boxes crooked,
Be the corners bent and hooked,
Then the "boss" will put you off his roll for pay.

We try to do the best we can,
With Godman and with Thom McAn,
But if we break a press you'll hear them say:

"Just get your coat and hat,"
There'll be no "fuss" be sure of that,
And as you leave you'll not feel very gay.



Thomas Barr, FXI, as he looks on the stage

Engineering

J. A. Sheehan
John Matiland

W. O. Koehler
J. R. Burhoe

Marshall Grant has moved to his new home on Pleasant street.

Mr. and Mrs. Baragine are the proud parents of a baby boy, born at their home, 20 Cedar Street, Norwood, April 28.

J. H. Bowers and F. B. Duncan visited the Newport Naval Training Station recently.

We wonder what is wrong with Jack Smith's straw hat this Spring. So far all honors go to Tom Graney, with Eugene Dennett a close second.

Joe Sheehan visited Philadelphia on business during the month.

We are glad to welcome Albion Gottberg back to work after his recent illness.

Ernest Alexander has been confined to his home.

John Manley of EMP has left. Good luck, John.

Dave Regan, Sr., has returned to EMM after a stay in Baltimore, doing work for CX.

J. H. McNeely is sporting a brand new roadster.

Peter Branofsky has been taken on as cleaner in EML.

Mike Connolly and Fred Shephard of EML are out sick. Hope to see you back soon, boys.

Harold Phalen has a snappy new sedan.

"Shep" Walker looks as though he were sitting on top of the world, figuratively and literally speaking. Reason: the new four cylinder Autocar has a much higher seat than the two-lunger he used to drive.

The truck has extra leaves in the springs for Sully. He complained that the old truck was beginning to list his way to such an extent that he needed a safety belt to hold him in.

John Graney has a brand new Oldsmobile sedan. Class to Jack.



Tom Wright of the Engineering staff off on a still hunt for B. T. U.'s

Roofing Mills

Norwood

H. A. Dresser
C. J. Watson

H. F. Everett
L. M. Pratt

Charles Savage

If anyone has a friend in the furniture business, just refer him to Henry Morgan. He is in the market for a full line.

One of our foremen received a slight burn recently. He seemed to feel worse about making out his own accident report than he did from the accident itself.

We received a visit during the month from Charlie Nelson and Eddie Drab, two of our old employees, both of whom had a good word to say for Bird & Son.

John Treconus has purchased a house lot from Paul Krucas and is building a house for himself on St. Georges Avenue.

Owing to the demand for Bird's Shingles, No. 1 machine is increasing its running time.

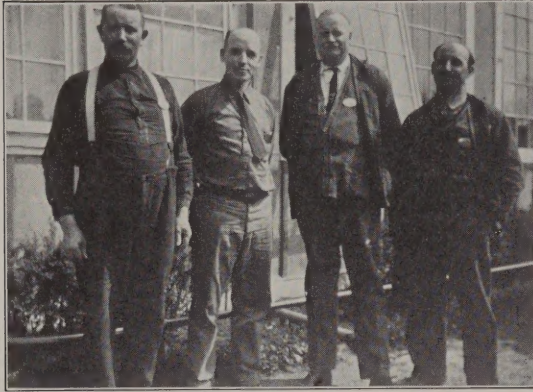
Several of our employees, who are members of the Lithuanian Society in South Norwood, knowing the superior quality of our shingles, prevailed upon the other members to have the hall shingled with Super Twins. If anyone wants to see one of the best looking roofs they ever saw, just look at this one on Lithuanian Hall, St. Georges Avenue.

John Ahearn has a new Ford roadster, and is now going back and forth to Whitman, instead of staying in East Walpole.

Victor Makela was reported as taking tickets on the merry-go-round in South Norwood—for one night only.

Tony Strukele of FBP has purchased "Jock" Graham's flivver. Now this little statement means a whole lot more than appears on the surface. Tony immediately proceeded to overhaul the bus and put it in good working condition. Very good. But time became short, and when Tony had to start for work he tied on what pieces and parts were left with rope and wire, set the cover on the engine and drove along up. No horns, sleighbells or fire sirens were needed to clear the road.

Invitations are out for a grand reception in our new transformer house. Mr. Jepson, our handsome chief electrical wizard, stands at the head of the receiving line with a pair of pliers in one hand and a warning in the other. Please take



Watch out for these very special officers at FB. Left to right, John Sheehan, Harry Dresser, Doc Watson, Dick Stoddard

special note of the door, and the pointed motto that appears thereon: "Welcome. Keep Out. 6600 Volts. Please do not walk on the paint."

Elmer Jordan, who was 66 years young recently, was given quite a party at the Meyers' home on Walpole Street on his birthday. There were stacks of presents, and a cake with 66 candles. Not only that, but there was another cake with just one candle, for Elmer's niece, just a year old, born the same day in the year that Elmer was. The "double birthday" was enjoyed by everyone.

The Spring poets are at work at FB, as witness the following outburst:

LOST—An Apple

John Patinsky had an apple,
He kept it on his table,
In the middle of the morning
John to eat it felt quite able.
But in some way, that bright morning,
'Ere the apple John had "et,"
Some one took that juicy mouthful
And the thief is not known yet.
"Bill, you took it"; "Milt, you durn thief";
"Jones, you sneaking thieving crook";
"Ben, by jinks, I'll bet you did it,
I can tell the way you look."



Elmer Jordan, FB, who recently celebrated his 66th birthday

John's laments were long and forceful,
But the fruit was surely lost;
Hunger unappeased is weak'ning,—
Pat began to count the cost.

"Five cents that apple cost me,
But it's food, not cash, I want,"
John found six cents upon his desk,
But he's getting thin and gaunt.

Windi-Citi-Grams

W. W. Wilson

Mrs. G. Prairie

B. H. Roberts

Recent additions to our Accounting department forces are La Vina Moore and Viola Rice. They take the positions of two others resigned.

The Superintendents' Meet-Up was held early this month here in Chicago, with a discussion of various developments and ideas by those present. Messrs. Chamberlain, Rockwell and Floyd attended from East Walpole and W. A. Mutch from our Canadian Plant. The Golf Match which wound up the program was again won by Chicago.

William J. Breback, better known as "Bob" in our office where he handles the sales correspondence, lately read that "two could live as cheaply as one" and decided to try it. On learning of the happy event, the office and mill crowd got together and presented "Bob" with a silver electric coffee set, as well as numerous other gifts (by the girls).



Some time ago we pulled a dumb one under a five-year-old picture, and said, "Here are the Chicago Building and Roofing office girls today." So here is an honest to goodness recent photo

We are glad to welcome into our sales force Clarence Wiewel of South Elgin who is to take over part of Bill Neine's territory in northwestern Illinois.

"Doc" Thurston dropped in the first of the month to say hello.

We've started saving our pennies again, after being blinded by the beams of the diamond on Miss Paulson's finger.

Mrs. G. Prairie, one of our *Review* correspondents, left here last week for a trip East, to include East Walpole, too.

"Doug" White and Mr. Sullivan, one of his application men, were in from Lexington, Ky., this week. They drove 447 miles and averaged 33 miles an hour.

Both "Dick" Floyd and "Oscar" Anderson were reluctant to go out after dark without escorts while here in Chicago recently. No, they did not stay in.

Myrtle Anderson of our Stenographic department has taken to golf—her first attempt was at Evergreen last Saturday, and it is reported she cleared the water hole on her first shot—Freeman and Hanna please note.

Business continues strong and steady. The backward spring rather held things up for a few weeks, but all signs point to good times ahead.

Howard Hanna, manager of the Tennis Club, has posted the schedule of play for the F. H. Hird Trophy for the singles championship.

Our No. 1 Machine has been very consistent with "non-stop" run performances this past few weeks. For the past six days they "turned in" five non-stop days and but 10 minutes down time on the sixth day.

Mrs. Violet Zimmer who has been spending the winter in Florida returns to the Accounting department forces again.

Hamilton

H. E. Davenport

Miss L. O. Stephenson

H. Coultts

Improvement is again considered favorably at the Hamilton plant. William Dayler's suggestion in regard to the extension of water spray under the Expansion Joint table has been accepted.

The Review Correspondent received this bit of important news just too late for the April Review. On April 20, W. I. MacCarl, Mill Foreman, explained his "chesty" appearance in three words—"It's a girl."

The Hamilton sales force and organization, through the Review, wish to formally welcome Perry F. Doupe, who will cover a portion of the Ontario territory.



Those attending the superintendents' meet-up at Chicago

The Hamilton Office girls were sorry to hear the prizes for the Salesmen's Page had been discontinued. R. G. Bishop won the five bones last month and the girls certainly did enjoy "Laura Secords" for their noonday dessert.

Some of our talented employees keep their social doings dark. The Review Correspondent has just learned that Kathleen Barker, "Barkey" to us, entertained "Listeners in" at different times on the piano.

Signs of Spring

Last month we gave you signs of Spring and now we are sure Summer is on its way because the Tennis Court has been rolled, the net is up and the usual activity has commenced.

Martha Taylor, alias "Marty," is not only a tennis enthusiast but has also taken up golf. Marty claims she learned the rudiments of the game at the "Golf" of Mexico.

Christine Powlesland has moved to her home at the beach and is again driving the Star to work, but owing to the large number of Landaus, Coaches, etc., parks in the sunshine—if there is any. Chris tells us the new dance pavilion recently erected at the beach is a dandy.

Clarence Delavergn, mill superintendent, seems to have gone into the car exchange business. His latest model is an Oakland.

W. A. Mutch has returned to the Hamilton Plant and is now in charge of Hamilton Office and Mill.

Floor Covering Plant

Norwood

L. J. Latham
William Boyden
L. R. Bernier

G. L. Staples
Carl Johnson
Stuart Nickerson

Mr. and Mrs. Everett Tripp of Foxboro are the proud parents of a baby boy, born May 19. Tripp works in FFM.

Sam Steele, FFP, has a Durant sport touring car.



Tom Dyer right at home, with his horses and his dog

It is harder to pick out Mike Shergals now that Spring is here. He has forsaken his red sweater.

David Bader, FFF, has been transferred to FBV.

Martin Concannon, FFF, has been transferred to FFD. Marty has ordered his coal, so he won't "go back" this year.

Elton Moore was married on May 15 to Sarah Ann Morrison at the Methodist Episcopal Church, Norwood. Mr. and Mrs. Moore will live at 37 Highview Street, Norwood.

Fulton McLean is also expecting to take the fatal jump before very long.

And Jimmie Hanley, too. He passed the cigars at the Bird Club, 'n everything.

With the coming of the warm weather the lawn on both sides of FFC has taken on a deep and vivid green, casting credit not only on the yard crew, but making it the beauty spot of the mill.

Carl Palazzi, FFC, is soon to be the proud possessor of a new Studebaker. The flivver days have passed for Carl. Congratulations.

We owe Ernest Huggard an apology. In last month's Review he was down as having a new Chrysler, but instead, it is an Oakland Six.

Burton Seekins has succumbed to the lure of new cars and has purchased a Ford Tudor.

When the six-day bicycle race starts next season FF should be able to enter F. Sheehan. Most every noon he may be seen pedalling full speed toward Nahatan Street with determination written all over his face. And the tales he tells in the afternoon, telling how many he lost, or how the brooder went



Frank Sutherland, FFM



W. J. O'Connell, Chicago Floor Covering, eases the pill along

out, and how orders for eggs come in every day! Yup, Francis has gone into the chicken business. B. H. Bailey had better watch out—and Rouillard take note also.

Frank Clem's violent nektie lasted just half a day. Threats of murder and lynching made him change it for something that didn't drown out the noise of the machines.

Guptile Filmore has purchased a bungalow in Pondville, near the Wrentham town line.

A party of five from FF, consisting of Charlie Bean, Nelson Phillips, James Gamer, Howard Hewins and Nils Lindequist went to Wareham, Sunday, May 9, on a fishing trip. Lindequist got the most fish, 10 flounders and 10 eels. Howard Hawkins brought up the rear with one small flounder. Outside of North Pole weather conditions, everybody reported a fine time.

Adolph Swanson, being so enthusiastic over the new rotor ship, decided that he would try the same principle on his Essex. He came in the other day without a battery, and had to be towed home. He is now planning on buying one of those, as Swanson calls it, "Ayax" cars.

Chicago Floor Covering

B. I. Hindmarsh

Lillian Moe

O'Connell is already telling weird stories about Golf scores, although strange to say, he can usually prove what he says. Note the snapshot of the Big Boy in action.

The whole Floor Covering organization was greatly shocked



Dean Davis, son of E. S. Davis, Ohio Roofing Salesman

and grieved to hear of the death of R. W. Keeler's son. He has the deepest and most heartfelt sympathy of all of us.

A. J. Spaulding has been suffering from an attack of typhoid fever, but the reports we hear are favorable, and it is expected he will be back on the job again before many days. In the meantime, H. R. Smith is covering his territory.

R. W. Westcott recently spent a full week at the mill, setting forth the Western Division's ideas as to floor covering sales policies.

Miss Ely is the latest addition to our office force. She is occupying the position formerly held by Miss Whalen, as assistant to Mr. Hindmarsh.

The vacation period is already started. Matt Kuhl, custodian of the Chicago warehouse stock record cards and advertising stock room, is spending his, at the present time, in moving. It probably will be a vacation when he comes back to work. In his absence, "Arkansas" Rutz is ably filling his shoes.

Johnnie Graf is very busily engaged skipping from one point to another installing window displays. From reports we have heard from several of our dealers, he is doing a mighty good job.

Battle informed us the other day that "Horse Sense" was nothing more than "Stabilized Thinking." Not so bad!



Roy Springer does a tough one on the slide rule

San Francisco Office

Mrs Mary Kersey

Not wishing to be outdone by the Eastern Division, the Pacific Division now announces a new assistant to the manager—William Laurence Prouty, Jr., who arrived May 13. When interviewed at the Stanford University Hospital the "Native Son" was cheering loudly for California.

B. W. Davis, our Seattle representative, made us a brief visit in San Francisco, May 10.

We congratulate E. R. Patch, our representative in California, who has recently been appointed sales manager for a San Francisco concern.

H. H. Rice has resigned and H. A. Williams will now cover Los Angeles.

The faucet display, which we have recently installed in several stores, has met with many favorable comments.

Ayeline Ellis is a recent addition to our office force.

Mrs. Mary Kersey recently visited Santa Rosa, California, which was the home of the "plant wizard," Luther Burbank. While there she went through the grounds of his estate.

Main Offices

M. J. Hawkins
Margaret Poff
Helena G. White
Ethel Duncan
F. J. Spang
M. E. Tarr
Beatrice Foster

Margaret Dalton
O. C. Turkington
Mary A. Concannon
Ella M. Dalton
R. S. Abbott
A. V. Wilson
Helen Lovering

Eleanor Brimmer and Beatrice Hammond have left, the former decked out for the occasion in a coat decorated with everything from paper towels to ink stands. We tried to get a picture of it, but it was so bright with colored paper that it spoiled the film.

Ruth Hiller has left Bird & Son to work for a Foxboro company.

Bill Maxwell and Eddie Tarr are on the road again. They spent a week-end in Manchester, N. H., recently.

Irene Costello has been ill with tonsillitis, and when she came back she had a different kind of bob.

The price of Ted Center's Flivver has gone up \$5.

Mary Barrett, Agnes Kelliher and Mary Fallon have joined the Billing department.

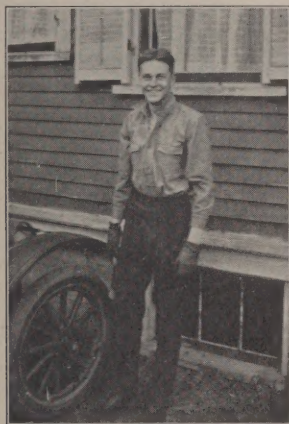
The JFF Club of the Billing department went in town to the Grand Garden for supper recently, and afterwards attended "Merry Merry." Mrs. Gillis, formerly head of the department, accompanied them.

Mr. Mayhew has joined AA.

We really want to know what happened to Miss Cook's arm. Do you suppose she had to *crank* the Maxwell?

Ruth Douglas is a new worker in AS.

Messrs. Anderson, Merrill and Fiske have joined the Sharon Golf Club, and have a lively game every morning before breakfast. The aforementioned serious-minded dispenser of



Ted Holmes tuning up the old bus

credit seems to be having trouble. It is rumored that unless the pond hole is drained that Norwood is likely to lose one of its church and civic pillars. Balls driven into the pond are usually lost for keeps and are the subject of forceful soliloquies.

From the same source comes the story that one of the largest men in the Accounting department, in a recent attempt at the game, scored a brilliant 95; breaking all records for 9 holes.

Mr. Whitney is driving a new Ford.

Bill Murphy has again signed up with the strong Dedham baseball club, and is playing his usual good game in the outfield.

The many friends of Frank Hammer are glad to know he is improving in health. Keep up the good work, Frank.

When Beatrice Hammond completed her last day with Bird & Son, before leaving to be married, she was presented with a May basket by her associates. The basket contained a sum of money, in gold. All went well until she reached the front door, and from there until she reached the square she was in a continual shower of confetti. Good luck, Beatrice.

Bessie Hubbard, CE, returned recently from a trip to Washington, Atlantic City and New York.

Ruth Douglas has joined AS, taking Mrs. Hiller's place.

Helga Peterson and Helen Ballou left for a week's trip to Bermuda, May 24.

The office suffered a loss during the month. If anyone finds a voice laying around, it belongs to Miss Bedell.

One of our inside salesmen sold a car of rugs one week. Stowell should at least come back with a box of oranges as commission.

Suggestions

THE following suggestions were accepted at the meeting held on May 5th:

Larger channel iron at unwinder stand No. 2 table

Harry P. Burton, FFF

Tools for extracting tubes from absorbers

Raymond C. Call, FBM

Ladders in hangers

Fred C. Coleman, FFN

Plank on tube hoppers

Martin Concannon, FFF

Chain for use in unloading car of strawboard

John E. Costello, DMT

Safety clutch on beam

Patsy Ditomaso, FXT

Push button system on No. 5 Crane generator

J. W. Houlihan, DMT

Fill in hole in walk over printing machines

Martin King, EMP

Use steel and rings on winder and reel lever catches

John Medeiros, DPP

Slate handling in heater room

Marco Michienzie, FBP

Slate handling in basement

Marco Michienzie, FBP

Locks on clutch levers, No. 5 winders

T. Michienzie, FBP

Method of preventing wrinkles in rugs

Elton Moore, FFR

Use woolen yarn for sewing torn jackets

Elton Moore, FFR

Move watchman's box in Bay 17

Francis Moynihan, FFV

New bins for employees' orders

Francis Moynihan, FFV

Regulate speed from either side of tube machine

Basil Neville, FFR

Platform around tube hoppers

Basil Neville, FFR

Clock in DPC locker room

Nathan Olch, DPC

Changes in gluing method on FXNM1

Ercole Ronci, FXN

Improvements on No. 3 truck

William Sullivan, EMT

Crane attachment for unloading paint tubs

I. M. Treen, FFY

Apron on FBPM6 pull rolls

Dominick Triventi, FBP

Extra dip roll in FBPM6 saturating pan

D. Triventi, FBP

Fasten chains on live skids

John Trofenow, FBV

Approach to shafting oil platform

J. S. Walker, EMT

Dot lubricators on steering spindles

J. S. Walker, EMT

Extend platform at dry rack

John Wosner, FBP

Change speed at FBPM1 coating and surfacing section

John Wosner, FBP

Walk over surfacing section, FBPM1

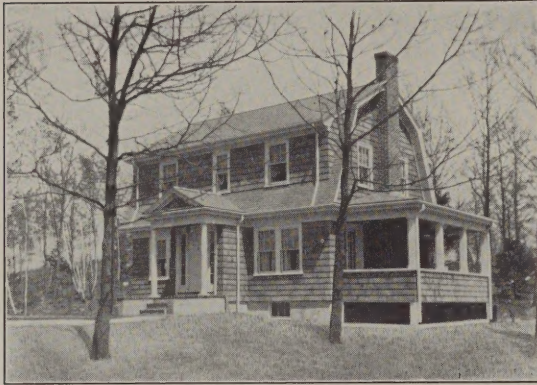
John Wosner, FBP

Out of 78 suggestions which were considered, 30 were accepted. And of these 30, two were of such unusual merit that the award was raised to \$10. These suggestions are those of Marco Michienzie, FBP, for method of handling slate in the basement, and of Dominick Triventi, also of FBP, for the installation on an extra dip roll in FBPM6 Saturating Pan.

The standing on the number of suggestions accepted, by individuals, taking only those who have had more than one accepted this year, is as follows:

A. J. Hill, FFN.....	4
Dominick Triventi, FBP.....	4
John Wosner, FBP.....	4
Patsy Long, FFF.....	3
Louis Maida, FXO.....	3
Teodoro Michienzie, FBP.....	3
Basil Neville, FFR.....	3
David Camack, FFP.....	2
Guptill C. Fillmore, FFM.....	2
Laurence Hubbard, FXR.....	2
John Medeiros, DPP.....	2
Marco Michienzie, FBP.....	2
Elton Moore, FFR.....	2
Francis Moynihan, FFV.....	2
Charles Mutch, FXG.....	2
Benjamin North, FFM.....	2
G. A. Rafuse, FBP.....	2
W. J. Sullivan, EMT.....	2
J. S. Walker, EMT.....	2

Settlement is Springing Up on the Bird Club Property



Home of F. A. Johnson, RC, on Pleasant Street, just below the Bird Club

AN interest in home building is surely springing up. The issue of the Walpole Home Building Supplement with the last *Review* aroused considerable comment.

One indication of certain activity along these lines is in the settlement being planned on the property below the Bird Club. Two houses have already been built, one by F. A. Johnson of the Credit department, and the other by Stuart Nickerson, Floor Covering. Both houses are ideally located, well shaded, and attractive in every way.

Following the example set by these men, a group of several other Bird & Son workers have already bought or reserved, or are considering, the greater part of the balance of the Bird Club property. With all the houses completed, these men and their families will not only have attractive houses in good locations, but also congenial neighbors.

This is only one of the advantages of planning your home now, while there is plenty of land to be had. It may be possible for other groups to plan to build together if they so desire.

But don't be in too much of a hurry. Plan your home and its location carefully. And feel free to all upon the Labor Bureau or the Walpole Home Building Co. for advice or information.

Athletics

A. W. Smith

SIGNS of Spring are appearing on diamond and court. At the present time, May 24, five teams have been entered in the Walpole-Norwood Industrial League. They are: Winslow Bros. Smith, Berwick & Smith, E. Fleming & Co., Plimpton Press and Bird & Son. Another team may enter later.

"Tap" Geary is again managing the Bird & Son outfit. New men out for positions include

the following: infield, Wright, Rafuse and Eisner; outfield, Coughlin; pitchers, Mayhew and Welch.

Full details and complete schedule in next month's *Review*.

Tennis is in full swing at the Walcot avenue courts. If you are interested in playing on the courts during the coming season, kindly send your dues to L. E. Tarr, Dept. A. Membership is open to Bird & Son workers and residents of East Walpole. Senior dues are \$2 and Junior dues, \$1.

There will be a men's single tournament this year as heretofore, as soon as a sufficient number of members are signed up.

Athletic Supplies

Bird and Son workers may secure at the Labor Bureau, Al Smith's office, athletic supplies of all kinds at prices considerably below those of any retail store.

Baseball

Fielders' mitts.....	\$2.00, \$3.25, \$4.00
Sweat shirts.....	\$1.25
Sweaters (all styles and colors)...	\$7.50 to \$13.50

Golf

The New Checker Ball.....	\$7.20 doz.
The Devonshire Ball.....	\$5.00 doz.
The Speed King Ball.....	\$8.00 doz.
Clubs.....	\$3.75 and \$4.00

Bathing Suits

Fine quality worsted.....	\$3.25 to \$4.75
Caps.....	60 and 75 cents

Tennis

Rackets.....	\$3.00 to \$5.50
Tennis Balls.....	40 cents each
Racket Covers.....	95 cents
Racket Presses.....	75 cents
Rackets restrung.....	\$2.00 to \$7.50

Plenty of Samples to Select From.

\$10.00 FIRST PRIZE

Annual Vacation Picture Contest

June 1—September 15

2nd Prize \$7.50 3rd Prize \$5.00

---- Rules ----

1. Pictures may be sent to the Review marked, "For Contest" any time between June 1 and September 15.
2. Pictures must be taken by amateurs who are also employees of Bird & Son.
3. The sender's name and department, together with a brief description of the subject, must accompany each picture.



BIRD NEPONSET PRODUCTS



Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases NEPONSET Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Black Tube Paper Torch Paper
Bird Wadding Gray Index Cardboard Jacquard Board
Felt Papers for Special Purposes

Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Hexagonal Twins Lock-Butt Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating

BIRD & SON, inc.

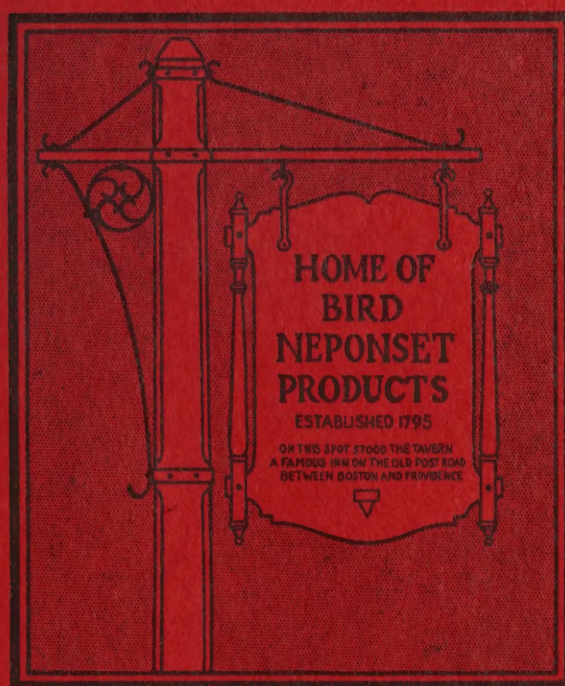
Established 1795

EAST WALPOLE, MASS.



Bird's NEPONSET *Review*

Edited and Planned by Employees of
BIRD & SON, inc.
East Walpole, Mass.



Building and Roofing Quarterly

VOL. XIV NO. 7

JULY 1926



BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Philadelphia,
Atlanta, San Francisco, Minneapolis,
Columbus

Warehouses
New York, Chicago, Philadelphia, Detroit,
St. Paul, Atlanta, Dallas, St. Louis, Indianapolis,
Houston, San Francisco, Seattle, Los Angeles

Officers and Directors

President CHARLES S. BIRD

Vice-President, PHILIP R. ALLEN

Sec. and Treas., HERBERT H. MILLER

General Sales Mgr., PHILIP R. ALLEN
Asst. to Vice-Pres., RICHARD C. FLOYD

Roofing Sales Division

Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales Division

Manager, CHESTER H. ANDREWS

Special Paper Sales Division

Manager, ELMER H. BARTLETT

Western Roofing Division

Manager, FREDERICK H. HIRD
Assistant, WILLIAM W. WILSON
Superintendent Chicago Plant, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, DONALD A. CHASE

General Manufacturing Mgr., GEORGE R. WYMAN
Asst. Manufacturing Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS
Asst. Treasurer and Credits, DIMON E. MERRILL
Auditor, AXEL H. ANDERSON

BIRD AND SON SALES CORPORATION

(Floor Covering Sales)

Officers and Directors

President, PHILIP R. ALLEN

Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.

Sec. and Treas., HERBERT H. MILLER

Eastern Manager, WILLIAM B. ROGERS, JR.

Western Manager, RALPH W. WESTCOTT

Pacific Coast Manager, L. W. PROUTY

Makers of Quality Products Since 1795

BIRD'S NEPONSET REVIEW

Vol. XIV

JULY, 1926

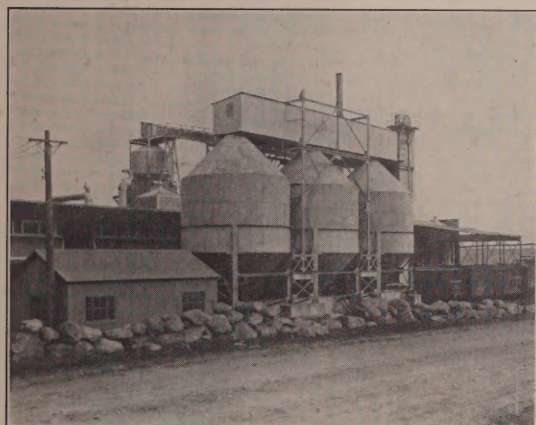
No. 7

Natural Vermont Slate Surfaces Bird's Roofing Huge Conveying and Storage System Needed to Handle Needs of Machines

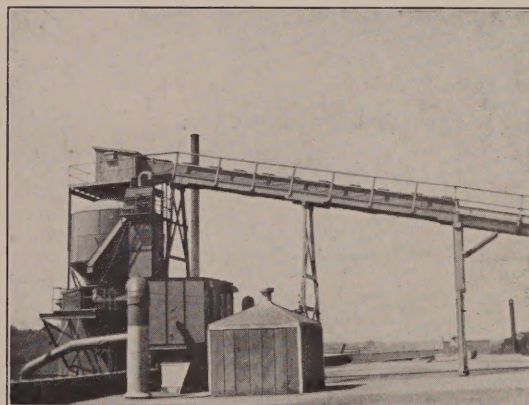
PERHAPS the most outstanding feature at the Norwood Building and Roofing Plant is the group of three huge gray tanks, that seem to tower over everything else, and always call forth the question from visitors, "What are those big things for?"

The tanks, which appear in the picture below, are part of the slate handling system at the mill, and are used for storage, being capable of housing 300 tons apiece of slate.

of men working with a power shovel, unload the slate into a hopper which delivers to a small, inclined belt conveyor. This discharges the slate into a continuous bucket elevator, 50 feet high. By means of a movable spout, the slate can be directed either onto the conveyors that carry it to the storage tanks or across the bridge to a service tank (shown in the other picture) located high up on the roof, directly over the machine which uses it.



Each of these huge gray tanks holds 300 tons of slate



The conveyor, from the cars or storage tanks, to the service tank

One of the best talking points on Bird's Roofing is the surfacing. It makes the product longer wearing and more attractive.

The slate used in the Bird & Son mills comes from way up in Poultney, Vermont. Here it is taken from quarries, much the same as is granite, and crushed to sugar-like grains.

The coloring of the slate is natural—just as it comes from the quarries. It receives no treatment other than the crushing.

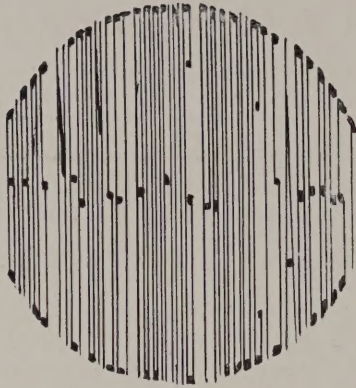
From the crusher, the slate is loaded into freight cars and shipped to the mill. Here comes the task of supplying the machine with slate for a continuous run, or of storing the product where it is available for instant use, for when a change is made from red to green surfacing, say, a delay while waiting for the new color would be costly.

The loaded freight cars are backed up on the siding which is just the other side of the storage tanks, on the right in the picture. Here a group

When there are no cars being unloaded, and slate is desired on the machine, it can be obtained by drawing from the storage tanks by means of rotary gates. The slate goes onto a belt conveyor, thence through the level elevator, and onto the conveyor, which, in turn, carries it to the service tank.

From the service tank to the heater, the slate is controlled again by a rotary gate operated from the heater room. It passes through an automatic weighing machine, which delivers 100 pounds of slate at a time, is thoroughly sifted, passes through the heater, and down the distributing chute at the surfacing section of the machine. This part of the process is shown in cartoon style in the center pages of the Dealer's Supplement.

The system is capable of handling the material at the rate of thirty tons an hour, and, as it is enclosed, can be operated in any kind of weather,



Can you read it? Hold the page horizontal, just below the level of your eye, and look along the page. Solution on page 15.

Suggestions

THE following suggestions were accepted at the meeting on June 2:

30 Amp. fuses at end of crane track	Arthur Balduf, FBE
Protection from hot wax	Joseph Campanio, DFF
Change guard on FFPM1	Victor Grant, FFP
Lower steam gauges	Victor Grant, FFP
Locks on New Rug Storage Shed	A. J. Hill, FFN
Copper strips on contact boxes	Robert Hood, EMM
Clutches on DMPM5	Robert Hood, EMM
Spring under shaft pedal	Louis Maida, FXO
Electric light at cabinet for switches	William McLauchlan, FBM
Substitute for pipe handled babbitt hammers	J. H. McNeeley, EM
Apron on wax tank	Elton Moore, FFR
Control lever for pull rolls on slitter	Elton Moore, FFR
Cut wire off body stuff chest belt guard	George Murray, EMW
Operation of lights at hermitage garage	Herman Nordstrom, DMP
Guards on winch to keep tracks clear	Nelson Phillips, FFP
Wind off-goods in winders	A. J. Quackenbush, FFJ
Wedges between rolls on FXWM1	Ercole Ronci, FXN
Gas lighter to light tank gas	John Saulen, PL
Speaking tube in new paint shop	G. L. Staples, FFC
Extend crane rail, FFPM2	S. J. Steele, FFP
Remove roof over door in FF7	Ira M. Treen, FFY
Change handles on slitter boxes	J. S. Walker, EMT
Skid under truck body	J. S. Walker, EMT
Catch pans for wax	Harold T. Wichkam, FXG
Splice signal at No. 1 coater	John Wosner, FBP
Canvas protection on waste pipe	John Wosner, FBP
Method of repairing brass ductor blades	John Wosner, FBP

Harold McNeeley was the lucky one this month, and won an award of \$10.00 for his suggestion for a substitute for Pipe Handled Babbitt Hammers. This was a very good idea which it is expected may mean a considerable saving.

And did you notice how John Wosner is piling up his number? He must be out for one of the Grand Prizes. Watch him.

•••

Good luck follows good sense, good judgment, good health, a gritty determination, a lofty ambition, and downright hard work.

—Marden.

Good luck will help a man over the ditch if he jumps hard.

—Spurgeon.

BUSINESS BRIEFS

What Are Profits and Surplus?

THE profits of a corporation are its yearly earnings. These are considered to be *net profits* when the figures represent what is left to the stockholders after everything has been paid. Interest on bonds must be paid first, and taxes on profits which the Federal government collects. The real final net profits, therefore, are those after all debts of the corporation have either been paid or provided for, and the amount left is to be added to the surplus of the company.

Dividends are paid from the surplus of a company. Since surplus represents the accumulation of profits, it is obvious, of course, that dividends come from profits. But it is possible to pay dividends from surplus even though profits are not earned in that year. This would not be very sound, and therefore dividends paid are usually consistent with the earnings of any year. On the other hand, dividends of any year do not usually equal the amount of the profits.

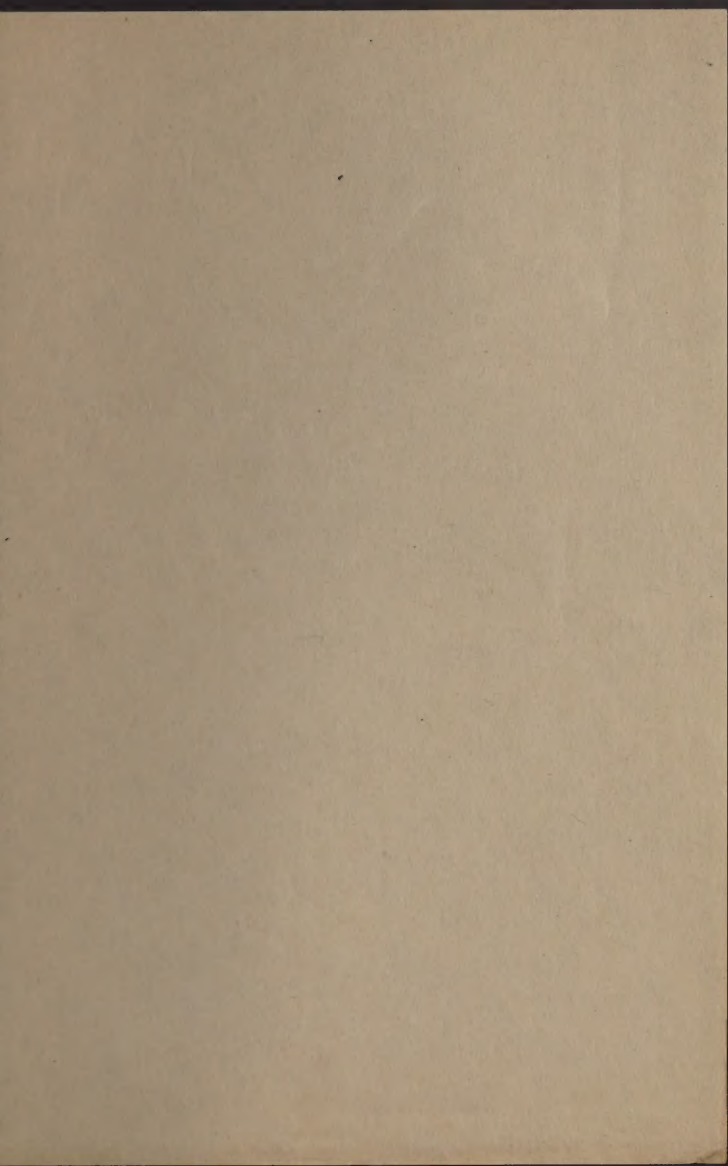
Something is retained in surplus to safeguard against the troubles of future years. No conservative company would pay out all of its earnings, because it is wise to use the money earned for expansion of the business. A company with a large surplus, therefore, while it represents prosperity, usually means that it is reinvesting its earnings to build more mills and to give more employment. Very few manufacturing companies use their surplus earnings for investment outside of their own business.

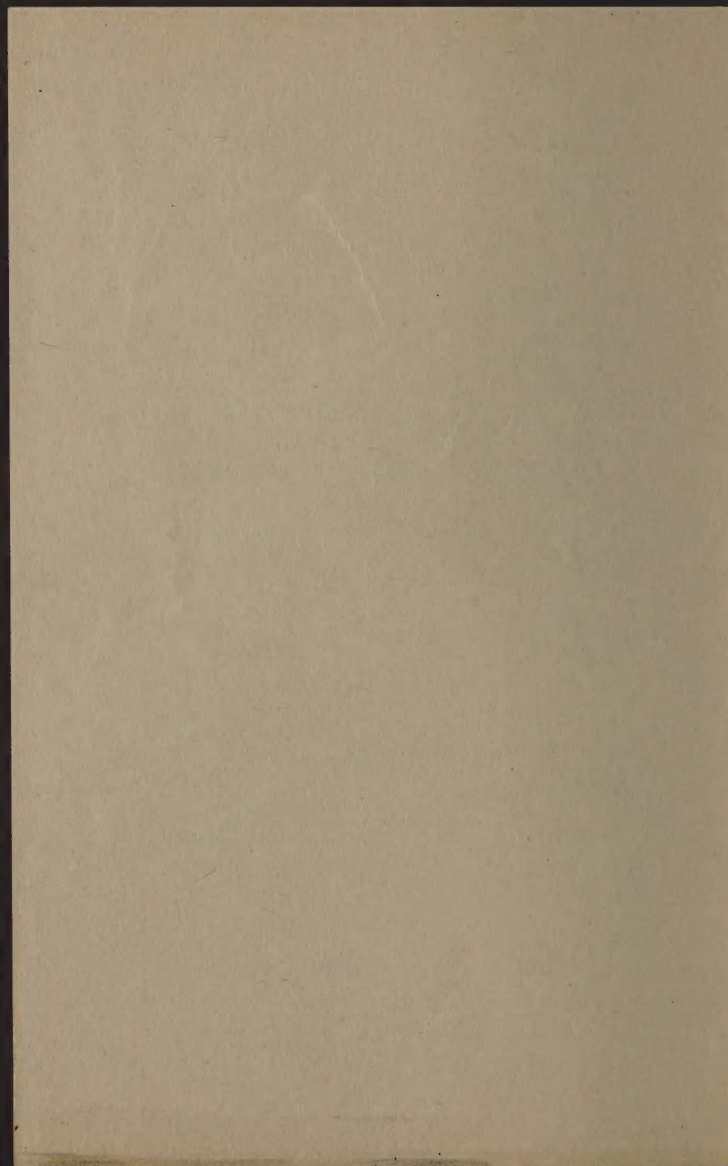
The surplus is often distributed by a stock dividend, which means that the surplus is converted to capital stock and the shareholders receive additional shares representing their portion of the surplus. Instead of receiving cash they receive a certificate indicating that the earnings of the company have been used for expansion. A company or a bank without a surplus may be like an individual, improvident, because it has been spending all that it earns and has nothing to represent its savings.

•••

Nine Every-Day Business Errors

1. Neglecting to get receipts when bills are paid in cash.
2. Neglecting to keep receipts where they can be located.
3. Neglecting to check up items in current bills.
4. Inability to keep check book balanced.
5. Too easy optimism in starting credit accounts.
6. Carelessness in handling of valuable business papers.
7. Signing documents without knowing their contents.
8. Tendency to establish living expenses which would exceed income and eat into savings.
9. Tendency to invest money on dangerous heresay, without proper knowledge of facts.—Mercantile Trust and Deposit Company, New York.





Accident Record Shows Nearly 100% Reduction For First 6 Months

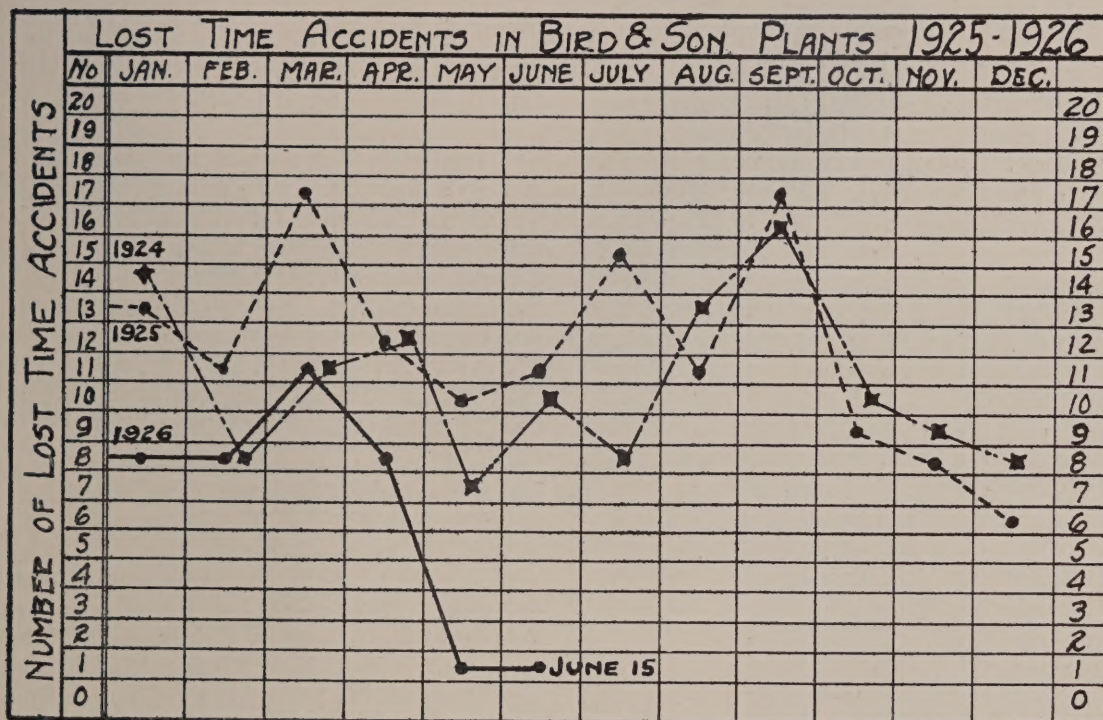


Chart showing lost-time accidents at Bird & Son plants for years 1924 and 1925, and for the first five and one-half months of 1926. The reduction of 1926 accidents over the same period for 1925 is running close to 100 per cent. Keep up the good work!

A reduction of close to 100 per cent in lost-time accidents for the first five and a half months of 1926 as against the same period for 1925 is the story shown by the chart above.

This is certainly a mighty good record. Look at the chart for a moment. The line marked 1924 shows the "ups and downs" of accidents for that year. Two years ago was better than last year. The 1925 line shows "peaks" that were the result of sloppy, careless working. Seventeen lost-time accidents in one month is nothing else but—and it happened twice during 1925.

In 1924 we had 126 lost-time injuries, and in 1925 we jumped to 140. This means an average of over 10 accidents a month for both years. The first 6 months of 1925 showed 74 lost-timers.

But 1926 tells a different story. Up to June 15 of this year we had exactly half of that 74, or 37 lost-time accidents.

How did we do it? Well, no one just exactly knows. But one thing is certain, that a very large part of this good work is due to the foremen, who said "we must stop accidents" and to the workers who did their level best to stop them.

This record ought to silence those who say that "safety is bunk." It isn't bunk. Ask the man who gets hurt.

But to go back to the chart. Notice how the heavy black line of 1926 is dropping away from the other years? Keep it away. Don't get overconfident. Work safely, today and every day.

And at the end of the year, let's see Old Man Accidents flat on his back, the K. O. punch of a better-than-hundred-percent reduction knocking him dizzy.

Here's how the plants stood for May:

Dept.	No. Emp.	No. Accidents	Days Lost	Per Cent
FX 1 and 2	289	0	0	1.000
FF	250	0	0	1.000
DM, DF, DV	238	0	0	1.000
DP	181	0	0	1.000
EM-ER	149	0	0	1.000
FB	237	1	21	.938

Cards of Thanks

I wish to thank my fellow workers in FB for the smoking stand and other appropriate gifts which were presented to me during the month.

Henry Morgan.

To the fellow-workers in FXI: Many thanks for the beautiful clock you so kindly gave for a wedding gift.

Mr. and Mrs. Russell L. Tupper.

Bird & Son Salesmen's Page

B. W. Davis Presents Novel Window Display. "French Nude" Shingles

SAYS B. W. Davis, Floor Covering man in Washington, "Don't cry, little editor, here's some feed for your gosh ding goat." Continuing, he tells of a window display idea that proved to be a knockout:

"Last week I helped the boys at The Gesler-McNiven Co., Centralia, Washington, put in a Neponset window. We wanted to have something different this time, so conceived the idea of taking pattern 770 and using a 9 x 10½ which, lying



*H. E. Van Hoy's
two children,
"Miss" J. H.,
age 5 months;
H. E. Junior, 19
months*

on the floor, would lead the average person to believe it was a 9 x 12. We put a large sign in the window announcing that to the person guessing nearest to the number of white cubes on the rug, we would give a 9 x 12 Neponset rug. There was a box placed in the door in which all guesses were placed with the name and address of the person making the guess.

"This window proved to be a 'Knockout.' The boys told me that people had the sidewalk blocked. They were standing around the window with pencil and paper while others were in the window on their hands and knees trying to count the white cubes. After it was all over, Gesler-McNiven found they had had a nice volume of sales and about four hundred names and addresses for their mailing list. They have some of the new Dealers Letters on the way to them and expect to follow up their advertising on Neponset by sending one of these letters to each name on the list.

"Along with Pattern 770, of course, we had a large display of both rugs and yard goods in the window.

"Now, if any of the gang would like to know how many white cubes there are on 770, 9 x 10½, let them get their pencil and paper and here's more power to them.

Let us shift from displays to word-of-mouth selling, and a story of how quick thinking saved a Bird & Son man embarrassment. M. B. Lechner is responsible for this one:

"If the managers of roofing plants consider the variety of color and shapes in shingles now produced a problem, it is no less of a nightmare to the roofing salesman.

"Consider my experience.

"One of our dealers in Southeast Missouri asked me to call on a prospect for a Bird's roof. The dealer vouchsafed the

information that the prospect in question was a widow with three unmarried daughters. The family had recently come into quite a bit of money due to the sad demise of a long forgotten uncle.

"In a lucid moment I decided to leave my No. 35 Universal sample at the hotel and show only Super Twins and Neponsets.

"Arriving at the lady's residence I stated my mission and was invited in the house to show my samples. The lady's daughters came in to see what it was all about and, even though I am married, they momentarily distracted my attention from the business at hand. The youngest of the three girls picked up the Art Blende Neponset Twins which I had laid out on the floor and exclaimed:

"Oh—isn't this pretty? I wonder if you have that in French nude!" I stalled for an answer until it dawned on me that she was referring to a color. I had to do some quick thinking and told the young lady we had found that color impractical and that we specialized on Midnight Black, Golfinks Green, Sunset Red, and the mixture of colors we named Art-Blende.

"A lively discussion then ensued as to which color would suit the house best and the mother of the girls finally decided, "You may send us the Golfcourse Green." "It is Golfinks Green, Mother," corrected the sweet thing who had asked for a shingle in French nude."

Pause, while we insert two news items of importance. Two marriages have taken place among the force recently. They were: Margaret Irene Griffin to Richard Thomas Murphy, Saturday, June 26, at St. John the Baptist Church, Buffalo, New York; and Grace Lillian Benthysen to Clark Drummond, Saturday, May 29, Irvington, New Jersey.

We also record, in deepest sympathy, the death of S. C. Traudt's little daughter, Marion.

Arthur Stukey, Floor Covering, writes a memo sheet and a half to tell us how busy he is, up at 7, first call at 9, last call at 6 to 8, and all that. "Where do I get off writing short turns and encores for the *Review*?" sez he. Well, what does he do between 10 p. m. and 7 a. m.?

As the Florida boom died down to pop-gun size, all eyes were turned to Cape Cod, that seemed to promise a field for speculation. We asked Ed Gallup, doing missionary work in that territory, about it, and Ed writes:

"A cold Spring has held back the building and buying along the Cape. Perhaps it would be better to say that the slow buying due to late arrival of warm weather has retarded building. At Hyannis several regular Florida subdivisions have been laid out with attractive houses going up. One concern had planned to erect 30 houses selling for \$8500, but as they had sold none of the first ten put up, they have decided not to build any more for the time being. That is the sad story told by most of the builders.

"Personally, I think it was a case of Florida real estate promoters trying to make a little money in the off season."

Jumping from land to poetry we have the following from C. P. Conger, Roofing salesman in Missouri:

The Solution of the Shingle Problem

Count that day lost,
Whose low descending sun,
Sees roofing sold at less than cost
And business done for fun.

Price-cutting is only madness,
It brings not a single gain;
Meet your competitor's rashness
By the sale of shingles twain.

Bird's Twins are distinctive,
Their difference is very plain;
Customers have but one objective—
They return and buy again.

Whoa! almost forgot the photo. As it tells you, it is of H. E. Van Hoy's two children. Knowing that only dire threats will make some of you send in your own pictures—how about the children?

Jim Stowell writes from Florida, for instance, and suggests that we use the picture of his house in Walpole, together with his baby daughter who, he says, is a beauty, "looks very much like her old man." To which we reply, "So is your male parent." But we will take the picture.

That's all for this month. Coming next issue: Story from Andy Spiers, picture and story about the new Floor Covering turtle display, and whatever else you want to send in.

Moore Wins Honor

A distinct honor came to one of our younger fellow workers, when Joseph Moore, of the messenger service, was awarded the Berwick English prize for excellence in English composition at the Norwood High School.

Moore's essay was on "Journalism, Its Opportunities for A Career." He is planning to enter this field some time in the future.

•••

Invictus

Out of the night that covers me,
Black as the Pit from pole to pole,
I thank whatever gods may be
For my unconquerable soul.

In the fell clutch of circumstance
I have not winced nor cried aloud.
Under the bludgeonings of chance
My head is bloody, but unbowed.

Beyond this place of wrath and tears
Looms but the Horror of the shade,
And yet the menace of the years
Finds, and shall find, me unafraid.

It matters not how strait the gate,
How charged with punishments the scroll,
I am the master of my fate:
I am the captain of my soul.

—William Ernest Henley.

Two Old Time Pictures

HERE we have two pictures, one of which has never been published in the *Review* before, and another showing a scene familiar to old timers, and always a source of interest to "new-timers."



F. W. Bird, father and predecessor of Charles S. Bird, taken while on the platform of the East Walpole station, about 30 years ago, when the trains were first put through

The one showing Francis W. Bird on the station platform here at East Walpole gives most of us the first glimpse of this man, representative of the second generation of the Bird family in the paper industry. He was the son of the founder, George Bird, and came into the business in 1834, when he purchased it from his brother, Josiah W., who had succeeded his father, George Bird.

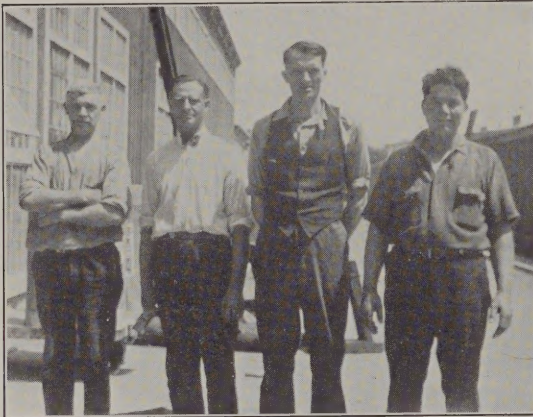
The picture was taken about 1895, at which time the railroad line through East Walpole was opened up.

The other photograph shows the late William P. Crowley driving the old black horse and mill wagon, in front of the old tavern which stood on the site of the present Triangle Building.



Winder Crew at Rug Border Joins the Record Breakers

AMONG the record-breaking crews around the mills is the winder crew in the Rug Border department of the Norwood Floor Covering plant. These men wound 39 rolls in one hour recently, which is far above the standard of $22\frac{1}{2}$ rolls per hour, and better by two than the previous record of 37 rolls for that time.



FD winder crew. Left to right, Matty Concannon, Norman Brooks, Howard Johnson, Patsy Sansone

Let's have more of these record breakers. Up to standard in quality and over standard in production is worth a story and a picture in the *Review* at any time.

Brimmer-Tupper

ANOTHER "Bird & Son" wedding, and a June one at that, took place May 29, when Eleanor Jane Brimmer, formerly of AM, and Russell Lincoln Tupper, general foreman of No. 1 Box Shop, were married in the Old South Church, Boston, by the Rev. George A. Gordon.

"Russ" came to work for us in 1909, leaving in 1918 to go into the service, and returning a year later. Miss Brimmer started in 1912, working through several departments until transferred to AM.

After a honeymoon spent at Annapolis, Md., Mr. and Mrs. Tupper have made their home at Lake Pearl, Wrentham.

Through the *Review* the best wishes of all their Bird & Son associates are extended to the new couple.

Cards of Thanks

Mr. and Mrs. Elmer Carey wish to thank their many friends at No. 1 Box Shop for their beautiful wedding gift.

We wish to thank the many friends who expressed their sympathy in our recent bereavement.

Mr. and Mrs. S. C. Traudt.

Changes in Credit Union Laws of Interest to Bird Workers

SEVERAL new provisions have been made in the Credit Union laws of the State, which will be of interest to Bird & Son people.

A change in management will come about at the next election when the members will choose a board of directors of not less than eleven members. This board of directors will choose the number to be fixed by the by-laws, from which number the directors will choose their officers, a credit committee of not less than three and an auditing committee of three members. The duties of the officers and committees remain about as before, except that the auditing committee will perform the duties now incumbent upon the supervisory committee.

A reduction in the amount that can be borrowed by a member on an unsecured and unendorsed note has been reduced from \$150 to \$100. This takes effect July 23, 1926.

Other changes have also been made which, in general, provide for more efficient operation of the Credit Unions, and which tend to show the interest which the State authorities take in these institutions.

Membership in Mutual Benefit Continues at High Standing

MEMBERSHIP in the Mutual Benefit Association still continues to be well above 90 per cent in all departments. But there should be a few hundred per centers. The way to get there is to see that all your fellow workers are signed up, and then to sign up all new workers as soon as they are eligible.

No. 2 Box Shop stands the highest in the present rating, which is as of June 23, with 98 per cent. Percentages of the others are: FB, 97; FF, 97; EM-ER, 96; DM, 95; FX1, 95.

Ye Raw Stock Serf's Soliloquy

And it was that season of ye Monthe when ye Raw Stock Serf distributeth and otherwise splitteth ye Raw Stocks used for ye aforesaid Monthe.

In ye splitting of said account, ye Serf discovereth certain apparenthe discrepancies, to wit:

A certain slave of ye Delivery Gang trucketh Pulp from ye Shedde all day, and recordeth it not.

Ye Serf also getteth wise that ye Paper Machines maketh certain Paper from Stuff which was furnished for a different kind of Paper.

Again, ye Serf findeth that some Varlet hath gummed the works by sending Defective Paper elsewhere, and yet chargeth same to ye Raw Stock Shedde.

He is mystified to find that, e'en though he recordeth all transactions accurately, he still showeth Stock on Ye Booke when Ye Bay be empty.

Yes! In sooth, Ye Serf leadeth the life of Reilly!

H. L. B.

Amateur Photographers—The Contest Is On

\$10.00 for First Prize; Anyone Can Enter; Details of Contest and Advice on Picture Taking

HOW many of you could use \$10? Or \$7.50? Or \$5? The annual Vacation Picture Contest is under way, and the *Review* offers those amounts for first, second and third prizes respectively.

First, about the rules, and then we'll talk a little about taking good pictures. The rules are simple, but be sure to follow them if you wish to be eligible for a prize. Rule 1. Every person employed by Bird & Son is eligible to enter the contest with pictures taken by himself, or herself, as the case may be. Rule 2. Pictures may be submitted any time up to September 15. They should be marked "For Contest" and bear the sender's name and department, and full identification of the photo. Rule 3. Pictures will be judged by the Advisory Board of the *Review*, together with the Editor and Staff Artist, and their decision shall be announced in the October issue of the *Review*.

That's all there is to it. Just take your pictures and send them in.

Now for a few helps as to how to take good pictures. It is really not difficult. Care and practice will do wonders with a two-dollar Brownie.

First, as to your stops, or shutter openings. On Kodak models you will find a little pointer, which slides around a numbered scale. On Brownies a little lever pulls up and makes the opening smaller. If you wish to gain an artistic effect, use the largest possible opening. If you desire sharpness, or are taking a distant view, use the smallest possible opening.

Working with the shutter opening is the speed regulator. The speed is regulated by moving the pointer over its numbered scale. The number "25" means 1/25 of a second exposure, which is average speed. The number "50" means 1/50 of a second, or *faster* speed.

The smaller the opening you use, the slower should be your speed. Whereas if you take a "fast" picture, you use a larger opening.

Cameras vary and the best way to do is to use one roll to experiment with. Take the same object, on an average clear day, and for each of the six pictures on the roll, vary the shutter opening, keeping the time indicator at 25. From the results thus obtained you will be able to work out your own scheme of how much time and how much shutter opening to give each picture.

A good habit for the amateur to follow is to always make the settings, adjustments, etc., in the same order. For instance, you open your camera, set the distance scale at the proper place, adjust the shutter opening, the time, look through the sight, snap your picture, wind the film, and close the camera. Such a practice will avoid double exposure, wrong focus, etc.

Don't be afraid of overexposure, except at the seashore or on other large bodies of water. Give the camera plenty of time and light.

Don't try to take mountains. They may look imposing to the naked eye, but on the camera film they will flatten out, unless you have a professional camera.

Remember that water always adds interest to the picture.



Last year's prize winner in the vacation Picture Contest. Taken by H. E. Rouillard. An example of good photography

Take your camping and bathing scenes so as to include part of the lake, ocean or stream.

In taking houses, groups of people, be careful not to get too close. Give the background and surroundings a chance to make a setting. And watch your backgrounds. A nice-looking group can be spoiled by having the family wash showing over behind them.

Whenever possible, take your pictures from an angle. Straight on views look stiff and set.

Watch out for colors. Blues will take light, sometimes almost white. Reds will photograph dark. Greens will show medium on the finished print.

Don't point your camera up or down unless it has a special adjustment to take care of this.

Don't try to take pictures much after 4 p. m. Though it may not be apparent, the sunlight begins to lose its strength at that time, and you will not get good results. Noon is a time to avoid, also.

When taking groups it is often effective to have them fixing their attention on some other object than the camera. For instance, if you are camping, have your group around the fireplace watching the five-pound trout sizzling in the pan. (If you have no trout, use a pan cake.)

To sum up the most important points:

1. Look at your adjustments, for time, distance, and shutter opening before you take each picture.
2. Take advantage of light and standing on an angle.
3. Be sure your background is a good one.
4. Don't hurry.



I hate to see things done by halves. If it be right, do it boldly; if it be wrong, leave it undone.

—Gilpin.

Have a purpose in life and, having it, throw into your work such strength of mind and muscle as God has given you.

—Carlyle.

Grapple the first difficulty that comes up. Wrestle till you down it, if it takes till the break of day. Get on top of it with both feet.

—Archer Brown.

Every failure will teach a man something if he will learn.

—Dickens,

BIRD'S NEPONSET REVIEW

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*To put the best quality in your work, you must
put yourself into it.*

—B. C. Forbes.

Dealers, Roofing and Competition

IN this issue, particularly in the special eight-page insert, the *Review* takes pleasure in greeting dealers in Bird's Building and Roofing products throughout the country. It is through the maintenance and cementing of friendly relations with these men that the company continues to prosper. The *Review* is therefore sent, as an informal greeting, to help us to become even better acquainted.

The supplement talks mostly about roofs and the people who sell them. It tells the story of quality roofings to the men who are most interested in them from a selling point of view.

No one knows better than these dealers that competition in the roofing industry is a strong and ever present force to be reckoned with. Improvement and maintenance of quality in products and service are the most effective weapons in a competitive market.

Throughout the years that Bird & Son have been in the roofing business, it has never been the policy to cut the price. To do so would be fatal to the policy which always has been followed—that of a constant maintenance of what has come to be known as "The Bird Standard."

From the time the raw materials are selected, through the various manufacturing processes, the research work, and finally to the men who sell Bird's Roofs, this Standard is never allowed to fall.

All of which can be brought down to the dealer in these words: "Bird's Roofs are quality roofs. Their sale will bring you the best of goodwill, plus a substantial profit."

Making Men

I HAVE no way of checking the way in which these little thinklets of mine "set" with the readers of the *Review*. Why do I write them? For the fun of it,—to get them out of my system,—perhaps merely to see them in print,—possibly to do my share as a member of the Bird & Son organization toward making our magazine.

It fits into my personal philosophy of a lifetime, that men as men are of more consequence than things as things.

A certain manufacturer was asked, on occasion, what he made and his answer was, "We make men."

Here is true perspective. Here things are at rights. Here is business on a sure foundation.

Most manufacturers when asked what they make would answer glibly and as a mere matter of fact that they made shoes, or cloth, or cutlery or cheese, or paper.

They put the thing in the foreground and think of men merely as one of the instruments of production, on a par with raw materials and machinery. Now, it is possible to make commodities in quantities, commodities that will sell, commodities that are tolerably useful, on this basis. It is not possible, however, to make things of genuine quality, things of beauty that are a joy forever, things of real character, real individuality and that render real service, following any such a wrong-headed and topsyturvy plan.

Let man making lead thing making, then the men who make the things find joy in their work and are conscious of their growing manhood. On this basis, into the things that they make men put their better selves until, in turn, the very things that they make carry to their buyers and users a particular character and give them a service that is of incalculable value.

The thought is an alluring one, a sensible one, sane and sound and true. It is, however, contrary to the majority practice. This may to thinking minds be full proof of its absolute rightness.

The utter truth is always startling. It suggests change, and change is just what for the most part we easy-going, conservative humans abhor above all things else.

To have a great manufacturing plant that makes men first and things but secondarily sounds easy.

But to construct an environment that works on this basis is a task to test the ability, the courage and the patience of any man or group of men.

No details of any actual workable plan are immediately at hand as I write, but there are certain principles that must apply.

H. E. R.

(To be Continued)

BIRD'S NEPONSET REVIEW

Building and Roofing Dealers' Supplement

MADE TO ORDER WEATHER TESTS BIRD'S ROOFS

All Kinds of Climate Can Be Called Forth at Will. Mercury Tube, Lawn Sprinkler and Ice Box Lend Their Assistance

HOW many times have you wished that you could make the weather just as you wanted it? A good many, probably, but it is one of those things that just can't be done.

Yet, in one corner of the Building and Roofing laboratory, weather of all kinds is "made to order" every day. Sizzling heat in midwinter, frigid cold while outside the mercury is doing handsprings at the top of the glass.

The apparatus that causes this seeming miracle is known as the Accelerated Weathering Tester.

This device speeds up actual weather conditions from twelve to twenty times, and pro-

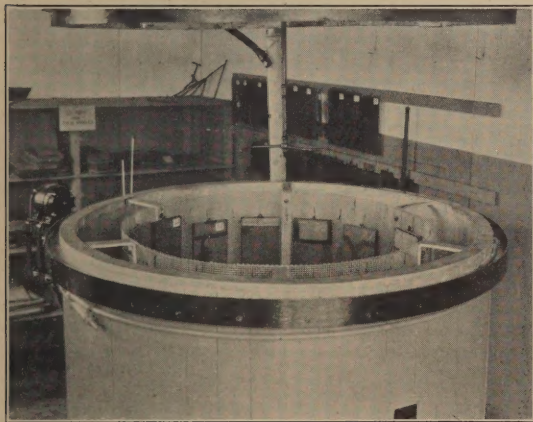


Figure 1. The exposure tank, showing panels hung inside ready for testing

vides changes far more sudden than ever occur in actuality. Such an accomplishment means just this—that experiments and tests which formerly took months and even years to complete, since actual weather must play its slow part, can now be completed in much less time, and under the absolute control of the experimenter.

The equipment was designed and erected by the Bird & Son laboratory and engineering staffs. To the best of our knowledge we are at present the only roofing manufacturers using such a device. It represents a considerable outlay in money and in time, but returns this outlay in a

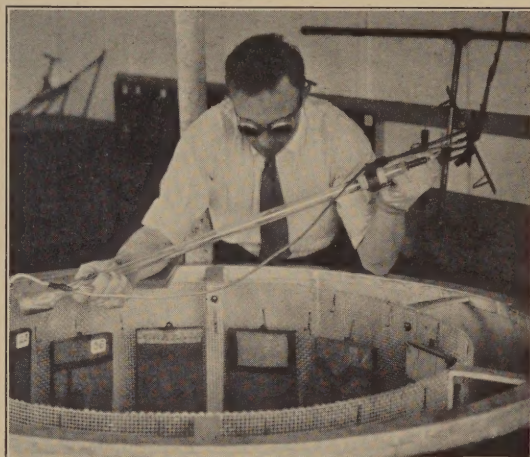


Figure 2. One of the laboratory staff holding the fused quartz mercury arc lamp

surer knowledge of our methods and constantly rising quality of the goods that are sent to the

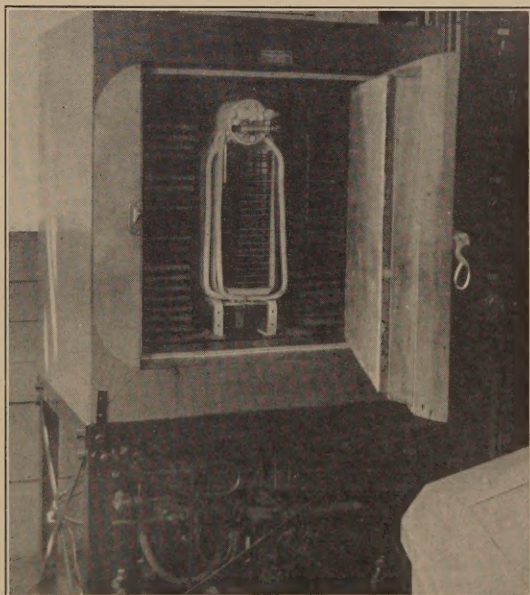


Figure 3. Test panels on racks in the ice box ready for the cold test

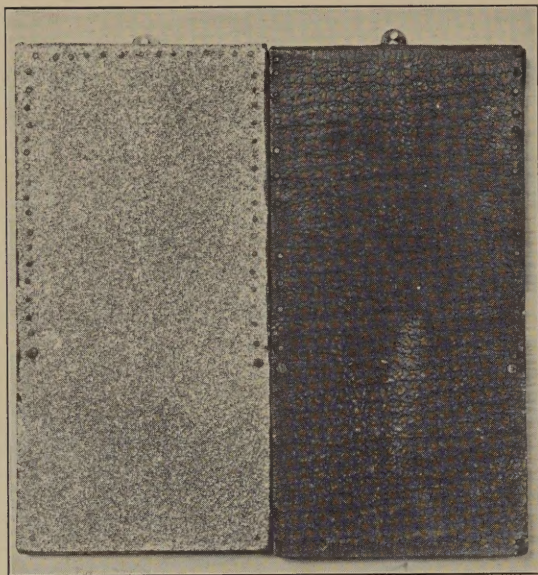


Figure 4. The result of a test. Notice how "good old Parcia", on the left, stands up under accelerated weather as compared with ordinary smooth surface roofing on the right.

dealers. But let us follow an experiment, examining the apparatus as we go along, and see just what happens.

Figure 1 shows you the "exposure tank." This tank is metal lined, and can be closed by the cover which just shows at the top of the picture. Inside the tank you will notice a wire framework on which are hung panels of shingles.

These panels are made by taking samples of shingles, and mounting them on a standard block of wood. The panels are hung inside the tank, as they appear in the picture. Above the tank you will notice a small iron pipe with projecting arms that looks like a lawn or garden sprinkler—which is just what it is, only more so.

Now let's let down the cover, with the sprinkler in the center, attach the hose, turn on the water, and begin our test. The cover is down, the water turned on, and the panels inside are being drenched with what the weather man would call "heavy showers." There is no let-up.

But we'll call off the rain now—convenient, what?—and pass on to the next stage. Up goes the cover, out comes the rain maker and in its place we have the mercury arc lamp that the man in Figure 2 is holding so gingerly.

This specially designed tube is made of a new and very wonderful material—fused quartz. It has many strange properties, but we are concerned with only one for our test. This has to do with certain rays, known as "ultra violet" rays, the presence of which, in sunlight, accounts for many chemical changes such as sunburn, bleaching, fading, and deterioration of exposed surfaces.

If the lamp were made of ordinary glass, these destructive ultra-violet rays would be filtered out

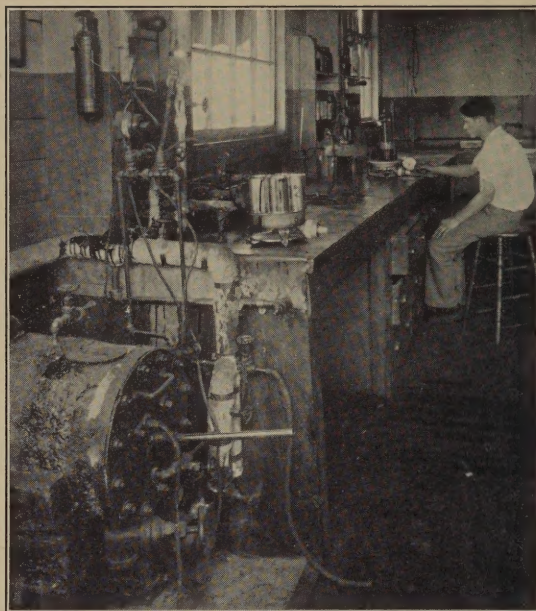


Figure 5. In another part of the laboratory other tests are carried on. In the foreground is a miniature asphalt still. An asphalt test is being carried on at the bench.

by the glass, but when the quartz tube is lighted the rays wreak their damage, unhindered.

Naturally, when confined in this tank, with the cover closed tight, for the light could cause blindness, the lamp generates considerable heat—which is just what is wanted. To pass the test the panels must be able to withstand the temperature of 150 degrees that comes about in a short time after the lamp is turned on.

Looking back at Figure 1 you will notice a little motor on the top of the tank, over to the left. This motor is used to circulate air through the tank. It may be dry air, or moist air, just as those in charge wish to have it.

But let's have mercy on the panels and turn off the lamp. The cover is hoisted, the panels taken out and now look at Figure 3 and see what happens next.

Superheated to 150 degrees and now into a refrigerator go the panels, laid on racks right next to the ice cold coils. In an hour or so the thermometer in this ice box will toboggan down almost to zero, where it can remain indefinitely.

Figure 4 shows the result of just such a test as has been outlined.

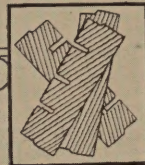
And outside of that we don't do a thing to those panels. Do they stand it? Well, some do and some don't. Many of the panels are, of course, "made to order" and are nothing but an experiment to determine the value of an idea.

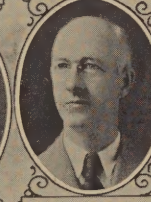
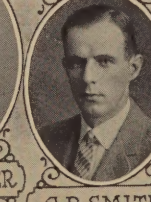
But one thing is sure, that the panels which come through the test "up to standard" will do just the same under the more gradual weathering conditions when placed on the roof.

Bird's products have and will pass every test,

BIRD and SON SALESMEN

EAST WALPOLE DIVISION



 L.L. THOMPSON	 S.W. ROUQUE	 M.F. HEWINS	 C.F. BLAIR	 A.J. POTTER	 C.L. HAMMOND	 L.D. JENKINS
 W.F. SLANE	 C.H. HOBART	 E.F. MURPHY	 E.H. GALLUP	 N.R. BARTLETT	 G.W. TOWLE	 J.H. BUNKER
 J.C. DONNELLY	 THOMAS BENSON	 R.H. SHERMAN	 G.E. PENDERGAST	 D.E. PENDERGAST	 S.C. TRAUDT	 C.B. GRUNDY
 ROBERT ROBERTS	 C.M. PHIPPS	 R.W. WHITAKER	 H.E. RICE	 A.H. BROOKER	 C.B. SMITH	 HALBURTON DOBBINS
 J.J. MAHON	 J.H. VAN HOY	 H.E. VAN HOY	 F.T. FEELEY	 G.J. KELLER		
 J.L. ALLAN	 J.H. DUNNELL	 E.G. DINNEEN				



"Shingles"

A Romance of Roofs~
PRODUCED BY
BIRD & SON inc.

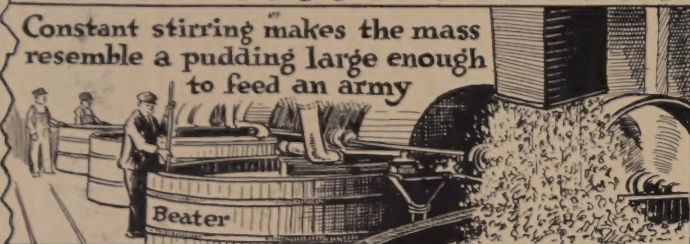
♦ **Cast** ♦
Rags, felt, asphalt,
slate, men *and*
machinery
BIRD PROCESS



The rag stock is
carefully sorted
and sent through
♦ the cutters ♦

Now the small mountain of
stock shoots the chutes into
the "Beaters" or huge vats
as large as battleship turr-
ets ♦ ♦ ♦ ♦ ♦ ♦ ♦ ♦ ♦ ♦

Constant stirring makes the mass
resemble a pudding large enough
to feed an army



After the beaters
the stock is refined,
screened and pumped
into the great
♦ felt machine ♦

This remarkable product of man's genius transforms the
filmy pulp into miles and miles of felt. A continuous
sheet is formed, squeezed and finished by rollers
arranged in sequence



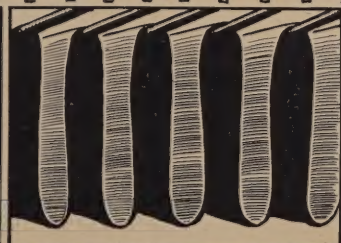
Out it comes, a
vast layer of clean
dry felt. Then it is
saturated and water-
proofed with hot asphalt



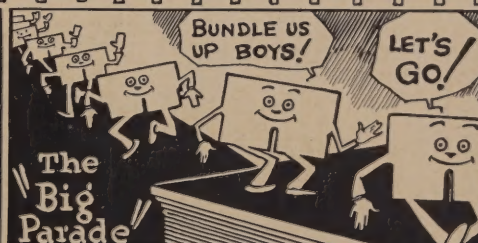
And now it is coated
and while in its ad-
hesive state is surfaced
with natural crushed
♦ ♦ slate ♦ ♦ ♦



The surfacing is thorough-
ly embedded in the coat-
ing...then fed through
loopers while it is cooling
off ♦ ♦ ♦ ♦ ♦ ♦ ♦ ♦ ♦ ♦



Here we are ready
to be cut out ♦ ♦ ♦
Mr. Shingle
♦ takes form ♦



Meet ♦ ♦ ♦ ♦
Mr. Twin-shingle
son of
"Good Old Paroid"



And now to
the cars and
trucks for
shipment to
dealers all
over the
country

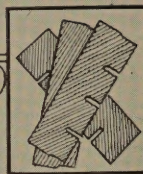


Mr. Shingle
at last finds
his place in
the sun, wind,
rain and snow



BIRD and SON SALESMEN

WESTERN DIVISION

E.A. TUSCHER
MGR. BUILT-UP DEPT.

R.C. NEWTON



PERRY ANDERSON



A.M. DOBBINS



H.M. CLARK



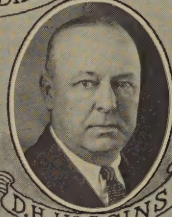
M.B. LECHNER



R.E. HILL



FRANK LOWE



D.H. HIGGINS



L.L. WILLIAMS



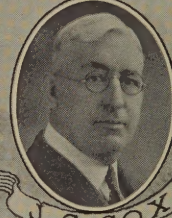
A.E. SPIERS



J.A. MILLER



W.L. LONG



J.C. COX



R.O. VIOSCA



C.P. CONGER



G.R. MCNAY



C.T. TORREY



S.E. WILLIAMSON



W.C. SCHULTZ



W.A. MACDONALD



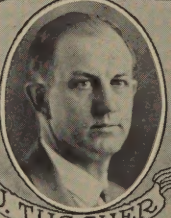
E.S. DAVIS



H.C. PRINZLER



F.D. MARTIN



J. TUSCHER



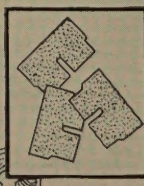
C.F. MOCK



RANSOM LITTLE



L.E. WESTERDAHL



IN greeting the d
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DEALERS ALWAYS WELCOME AT BIRD & SON PLANTS

Open House Policy Has Proved Mutually Beneficial and Instructive

IN greeting the dealers through this issue of the *Review*, both Mr. Hird and Mr. Bailey take the opportunity to invite every dealer to visit the Bird plants whenever he feels inclined to do so.

"Hundreds of people interested in learning something of the making of roofing products have this year been through our plants," says Mr. Bailey. "Dealers have sent their salesmen and have brought their important building customers. These visits have been mutually instructive.

"It seems that more and more the dealer who *sells* asphalt roofings, the man who *puts them on* and the house owner who *finally pays* for them is eager to know how these safe and economical roofings are made, what sort of people make them and in what kind of plants they are made," he continues. "Great numbers of our immediate customers have gained a sound knowledge of one of the most up-to-date manufacturing plants in the country, and this confidence in our quality methods from laboratory to shipping room is reflected by the extraordinary record of sales for the first six months of this year and the excellent prospects for the whole of 1926.

"We believe this policy of open house for everybody, the ability of each and every one of our salesmen to give real service to their dealers in the way of aiding them in building up their business in BIRD'S ROOFS, by missionary work, by sound advertising advice and by knowing all there is to know about asphalt roofings will reap its real results when business is less brisk.

"When the pinch of competition becomes harder, then the quality of our sales force as well as the quality of our products will be really tested and proved."

Mr. Hird, broadcasting from Chicago, mentions the same helpful visits, extending also a hearty welcome to all dealers who have not seen how quality roofing is made, and continues as follows:

"I am sure that every dealer of ours will rejoice with me in learning that business in the Chicago branch is prospering about as well as we could hope for it to do, and very likely as well as we deserve. This prosperity can only be attained through the cooperative efforts of ourselves and the other members of the Bird family, our dealers.

"We are very happy to say that the first six months of 1926 will probably prove to be the largest six months we have had in the history of the plant.

"There is no doubt that the early part of the season was slow, due very largely to weather conditions, but we are convinced that there are a lot of things that are fundamentally sound and right,



East Walpole Building and Roofing executives: Back row, left to right, W. E. Hale, A. D. Kilham, E. M. Chamberlain, G. E. Smith. Seated, P. H. Bailey, E. M. Lines.

particularly among the clientele that the Chicago Service Station takes care of.

"We are looking forward to the balance of the year with a reasonable assurance that it is going to be better than 1925.

"If we in the plant maintain our standards, the Sales department perform their functions, as they are perfectly capable of performing them, and the dealers take advantage of the advertising and sales service which we are so glad to extend to them, we feel that the future of our particular part of the Bird institution is reasonably secured."



Building and Roofing executives at Chicago: Back row, left to right, E. R. Clark, B. H. Roberts, B. J. Overholt, H. A. Brandau; Front row, C. E. McEachren, W. W. Wilson, F. H. Hird, L. H. Freeman. Insert, R. D. Peterson.

BIRD'S ROOFS IMPROVE BUILDINGS IN EAST AND WEST



Top left. This historical residence, the John Adams house, where Adams was born, situated in Quincy, Mass., built in 1681, was recently re-roofed with Bird's Art-Blende Shingles; Right, Bird's American Twins, Red, look well on this attractive brick house in Washington, D. C.; Center, The Belden Hotel, Chicago, Ill., is well protected by Paroid Built-Up Roof; Below, left, Art-Blendes adorn this Minneapolis home; Right, the practical Lock-Butt has been applied to this roof, located in Providence, R. I.; Lower left, Art-Craft is good for the bungalow type of home. This one is in Dallas, Texas; Right, Neponset Twins' green, over Paroid, make a fitting roof for this mansion in Lowell Mass.

Vacation Reading

IT is the month when we are in happy anticipation of our annual holiday; the time and destination having been decided upon, let us make ourselves familiar with the surroundings, that the respite from our daily rounds may mean all the more to us. Guide books and railway publications give a brief outline, but fuller appreciation can be gained from the writings of those who have the art of description and the gift of portraying historical incident and characteristics of the people. The true nature lover may need no introduction to enjoy the scenery, but will take pleasure in associations brought before him.

New England is an ideal place for a summer holiday. Bartholomew Gosnold whom we call the pioneer of summer excursionists tells us so in his journal. The "Cape" pleased him particularly as it did Thoneau whose book "Cape Cod" describes conditions there over fifty years ago before the railroad made it accessibly. In contrast to this is the chatty little book "Cape Coddities," a brief description of the present day life and times still full of a charm, though somewhat despoiled by the innovations of the summer visitor and real estate operator.

Should you decide to spend your holiday there, these books will be full of interest. They are ready for you in our library.

In story, the quaint locality is not better told than by Joseph Lincoln, many of whose books we have.

Looking over our shelves we find the story of Marblehead, a complete history of its traditions. This town suggests that the story of Agnes Surriage, a novel of colonial times in this vicinity may interest those who are to pass their time on the North Sho e.

Jane G. Austin's novels of early Plymouth may be sought, if this is the locality you select, or Edith Wharton's "One Summer" if the Berkshires is your destination.

Motorists will find "Little Pilgrimages Among Old New England Inns" by M. W. Crawford a delightful companion. If you are interested in novels, history essays, lives of prominent men whose career is connected with the particular locality where you are to sojourn, no doubt we can find a book which will add to your pleasure. These are only a few books we might mention.

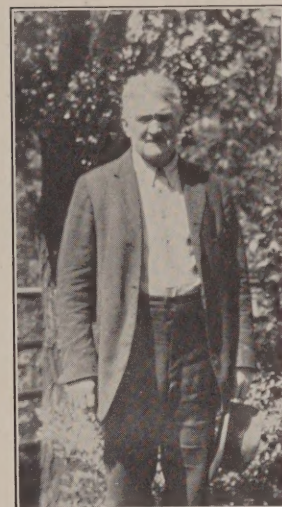


Every youth would like to attain success, honor, and influence. But nearly every one fails. Why? Because there are difficulties in the way. What are these difficulties? The things that prevent achievement—the hard things. What is the customary way of treating them? To dodge them or slur them. Why should that be the common way? Because it is the easy way, of course.

To yield is easy; to resist is hard.

Veteran's Service List

EACH month, from now on, we are going to run a picture of the oldest old-timer. We start with James Geary, machine tender on No. 5 machine at the East Walpole mill. Jim came to work for us 43 long years ago, and worked for 8 or 9 cents an hour.



Jim Geary, who completes 40 years service with Bird & Son this month

Forty-three years is a long, long time, but Jim looks hale and hearty as ever, and while in charge of the machine, keeps it running true to form.

Following is a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during July, together with those who complete over twenty years' service.

James Geary	Paper Mill	July 9, 1883	43
Elmer Bartlett	Office	July 25, 1885	41
Thomas Graney	Maintenance	July 8, 1890	36
Martin King	Maintenance	July 14, 1892	34
James Hammond	Paper Mill	July 14, 1894	32
W. F. Geary	Paper Mill	July 1, 1896	30
Eric Anderson	Maintenance	July 2, 1898	28
Andrew Mannimon	Bldg. & Rfg.	July 28, 1898	28
James Haddon	Maintenance	July 1, 1903	23
H. B. Fuller	Sales	July 1, 1905	21
Sam Graves	Janitor	July 16, 1906	20
L. P. Balduf	Paper Mill	July 1, 1906	20
John Zedroski	Bos Shop	July 6, 1911	15
Holly B. Dyer	Paper Mill	July 14, 1911	15
Carl Osterlund	Maintenance	July 28, 1911	15
William Luvicki	Paper Mill	July 6, 1916	10
Arthur Smith	Paper Mill	July 11, 1916	10
John Covoski	Bldg. & Rfg.	July 11, 1916	10
Eli Chamberlain	Bldg. & Rfg.	July 31, 1916	10
G. R. Cocke	Sales	July 1, 1921	5
Alphonse Julis	Paper Mill	July 2, 1921	5
M. R. Leavitt	Hospital	July 5, 1921	5
Luigi Ciarcco	Box Shop	July 7, 1921	5
Chas. Witosky	Floor Covering	July 12, 1921	5
J. L. Geraghty	Paper Mill	July 14, 1921	5
Vincenzo Meomartino	Maintenance	July 14, 1921	5
Patrick Rogers	Office	July 15, 1921	5
R. B. Wadsworth	Sales	July 15, 1921	5
L. M. Crooker	Maintenance	July 21, 1921	5
John E. Johnson	Maintenance	July 22, 1921	5
Wm. McLaughlin	Bldg. & Rfg.	July 26, 1921	5

Notes From Plants and Offices

MAIN OFFICES AND SALES

East Walpole, Mass.

Beatrice Foster
M. E. Tarr
F. J. Spang
Ethel Duncan
M. J. Hawkins

A. V. Wilson
Mary A. Concannon
O. C. Turkington
Margaret Dalton
Margaret Poff

Helena G. White

O. C. Turkington, Boy Scout hero and mighty hunter, may be seen to be holding his breath quite frequently these days. In place of the mild mannered ducks, once used in our Neponset window displays, some one conceived the idea of using turtles. Hence were the streams of the surrounding country plumbed to the depths by local Boy Scouts, and others, who, under the intrepid leadership of "Turk," captured a dozen or more turtles, alive and decidedly kicking.

So far so good. But now was the mill scoured for buckets and tanks wherein to house said turtles. And for suitable food to feed same. Flies and other delicacies availed not. With hungry eyes the turtles gazed on the Turkington digits. At last some real turtle food was obtained and, lulled to sleep



Recent photo of
Florence Duncan, VN

by the sweet singing voice of their master, the amphibians departed for Quincy.

Nor did our hero even now breathe easily. For upon the back of each turtle a letter was painted. If and when arranged in sequence these letters would, of course, spell NEPONSET. A prize of five dollars is offered to anyone who sees them in line, spelling the aforesaid word, while in the window.

So Turk is worried about the five-spot. More than that, he has visions of a merry group of eleven turtles Charlestoning through the streets of Norwood, with blood in their eyes and flipper-steps pointed in the direction of the residence of one Oliver Cromwell Turkington.

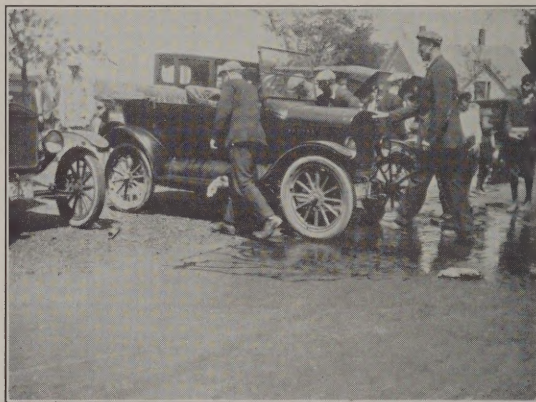
Anna Ecklund, AC, spent the holiday week end in Vermont. There seems to be some attraction there as she makes this same trip about the same time every year.

Frank McCarron, AW, has been granted a six-months leave of absence. He intends to spend the summer on the Cape. We all hope to see him back when the time is up, feeling OK again.

The Rainbow Gardens were the scene of a very pretty luncheon party in honor of Florence Priscilla Duncan of VN, on the occasion of her birthday this month. The affair was held by her many friends in VN.

Miss Duncan was presented with a beautiful bouquet and gift by those present, and although she was very much surprised she responded in an appropriate manner. In fact, to return in kind the courtesies shown to her, she consented to pose for the picture reproduced on this page.

Although it came too late for the last *Review*, and has now



Marshall Grant and others assisting the fire department
in clearing the streets of a partly burned car

passed into history, mention must be made of the sensational hole-in-one made by Dave Fiske on the 218-yard hole on the Wampatuck course. Truly it was some shot. Messrs. Hale, Bailey, Rogers (B. D. and W. B.), Merrill, Anderson and others please take note.

Mr. Newhams, Treasurer of Houston Bros. Co., Pittsburg, Pa., and Mrs. Newhams visited the mill Friday, June 18.

We wish to express our sympathy to S. C. Traudt in the loss of his daughter, Marion.

Alice Kelliher, Madeline White and Helen Kiniry have joined the Floor Covering Sales department.

Antoinette Dornig starts for Bermuda on July 2. The girls in CF sure wish her a good time. 'Bye "Tony."



Henry Gray, dashing young cowboy who ranges along the
upper level of the Shore Line, Main Mill R. R.

We have hopes that in the future "Peg" Owens won't take the Neponset River for a tennis court.

C. M. Borgh and M. A. MacKay were recent visitors at the office.

Bill Murphy expects to cut up in Falmouth during his vacation.

Miss Hickey was the happy winner of a \$50 prize at a

recent carnival.

By rights this story ought to have big, black headlines: "Scotty Searches for Midnight Intruder," etc. But this isn't the Telegram, so let's get on with the story. Seems that one night not so long ago, Scotty Robinson was awakened by his wife, who said she heard something moving down around the henhouse. Scotty listened, got up and looked out of the window, and then went back to bed. Again his wife reported noise.

With fire in his eye Scotty buckled on his six-shooter, pocketed his dirk, and stole out of the house. Someone, he was now sure, was monkeying around his poultry.

Stealthily he advanced, creeping on hands and knees.

Reaching the henhouse he jumped to his feet, levelled his gun, and shouted, "Hands up."

No answer.

Whereupon Scotty brought his flashlight to bear on a dark, moving object. "Nec—gg—hh!" said the horse, galloping away.

Scotty went back to bed.

Among the new cars at the Main Office are: H. B. Mason, Hupmobile Coach; Louis Tarr, Chrysler Coach; Myrtle Mayshaw, Dodge Coach; R. G. Abbott, Essex Coach. Insert 10 pt bold heads

PAPER MILLS

East Walpole, Mass.

J. E. Curran
W. J. Quinn
M. B. Lee

J. J. Burke
J. H. Maguire
R. E. Koebe

Maude E. Kaler

Jim Hammond, detective and landscape gardener, announces that he is ready for duty as concerns the latter. If Mr. Mellin's garden needs landscaping, Jim is willing to *help*, provided there are two shovels, both of which can and will be used.

Tap Geary is acquiring a reputation as an interior decorator. He papered the four walls of some rooms at home and then decided to do the job up brown and finish the ceilings to show off the job. He obtained a bucket of whitewash and started in, but it wasn't long before he noticed a sort of tapioca effect on the walls and floor.

He thinks now that he could have done better with a shot gun or a mop, but in the future he is going to have John Grushaski of the Box Shop, Eddie Rickenbacker or some other aviator, do the job for him.

Dan Reagan is a new arrival at DMT. Having been reported as a good ball player, he was timed by John Poulousky. John reports that he traveled from a spot in the storage shed to the far end of No. 2 machine in ten seconds flat. Keep it up, Dan. Speed is the watchword at DMT.



The gang that keeps the boilers boiling. Back row, left to right, A. O'Malley, Ray Carlson, J. McLennon; center row, Jack Burhoe, A. Baragine, M. Wallace; front row, H. Rooney, A. Kowalzyk, M. O'Malley, G. Pielka



Robert W. Allen and Phyllis E. Allen, part of the family of Lloyd Allen, DP, standing on each side of a playmate

Ralph Wilkins is going to attend the horse races at Windsor, Conn., the week of July 4, and will later Chrysler through the woods of Maine. Hope he brings back some good snapshots.

Ken Rouillard was married in New York, June 12, to Miss Christine Cunningham. Ken is now doing some domestic planning. Best wishes, Kenneth.

Arthur Doderer of No. 5 machine reports that the auto-wrecking business is operating at a profit.

Jim Houlihan wants the month of July for his vacation. He and Soup Connolly, the "Silicate Kid," are going on a tour to buy either second-hand flivvers or Florida real estate.

Ed, Jack, and Dave Fitzgerald are going to spend their vacation among the whispering pines at the lake on Morse Hill. They've got a canoe and a tent (Jack insisted on a circus tent). Dave has our sympathy if he has to paddle Jack around.

Lawrence Baldur spent his vacation touring the countryside during the week of June 14.

Ken McLennon has started attending the Sunday afternoon lecture course on Boston Common. Kenneth would rather listen to a good talker than eat.

John Seastrand of No. 5 machine is the proud father of a baby girl, born in the Norwood Hospital June 8.

It is only natural to expect Dockray and Gray to spend their vacation together. They ride together to and from work and last winter during the snowstorms the watchmen found them several times, cuddled up asleep like a couple of kittens.

John Donahue isn't going to take a vacation this year. He went to Washington last year, and when he boarded the train, "Cal" boarded another for Swampscott and gave John the slip.

Aleck Murzel of No 5 machine is celebrating the arrival of a baby boy at his home.

Steve Smith laid the cornerstone for a new garage at Swift's Beach during the month. Bert Engley was master of ceremonies and John Curran was chief cement mixer.

Bill Lewis bought some pigeons from Bill Boyden. They must have been homers, for when the first Bill let them out, they never came back. Probably they were fan-tails when they got back to Boyden's.

The town fire whistle blew for a fire at the Hollingsworth and Vose mills recently. When the firemen got there they heard a tremendous racket down the street and thought it was the Norwood fire department coming to help them out. But it turned out to be only Carl Schaier on his bike.



**Bill Morrissey, EMY, helps
to keep the river bank
attractive**

Nordstrom of No. 5 machine has completed the roof of his garage and it sure looks great with the Art-Blende Shingles.

Lawrence Balduff spent his vacation doing traffic duty at the corner of Winslow avenue and Chapel street.

John Burke is sporting a new Chevrolet coach.

Louis Bernstrom, one of our talented inspectors on the paper machine, claims he had a cup of "coffee" with the Crown Prince and Crown Princess of Sweden on Sunday, June 20.

It is a sure sign that summer is here when Joe and Mike of No 2 machine have their hair shaved off.

Tim Curran was taking treatments at a doctor's residence in Norwood. After a few calls Tim was put under the care of a charming young lady. Tim's treatments are almost completed now and as a result of her watchful care he will be on his vacation and will have received a life sentence by the time the *Review* is printed. Congratulations, Tim, and a shower of good wishes from the gang to both you and the fair lady.

DF welcomes Henry Treen as our new wad finisher. He takes the place of Peter Flaherty who has been transferred to the shipping department, FX1. Good luck, Peter.

Leonard Small left June 10 to take up work out of doors. We understand he will spend his summer on the Cape.

Joseph LaBlanc has been transferred from the Finishing Mill to the Floor Covering Plant.

John J. Burke boasts of having the best garden in East Walpole. He says no actual work is required, and claims all that is necessary is for him to stand at the edge of the plot a few minutes each evening and while he is gazing upon the plants they stretch right up.

Herbert Engley does not appreciate the latest train schedule.



**Harry Tower, and believe it or not, a porcupine on the
end of that string**

Leaving his domicile in the wee small hours and arriving back at 8.00 p. m. is not what it is cracked up to be.

Otis Lilly, our Main Mill messenger boy, has sold his "Leaping Lena" and is saving his spare nickels to purchase a bicycle.

Carl Schaier is trying to figure out the following vacation problem: how can he get to Chicago and back via auto in 3½ days?

Warren Kumblad of PL spent one week in June vacationing around home in Brockton, and is planning an auto trip through New York State the latter part of July.

Hub Thompson either stays up all night or walks in his sleep, as he may be seen each morning wandering through the Square wearing a pair of bedroom slippers.

Engineering

**J. A. Sheehan
John Maitland**

**W. O. Koehler
J. R. Burhoe**

Bartlett of EF is back from Florida, but didn't see Ponzi.

Happy Timmins has a new car. We don't know for sure, but rumor hath it that it arose from the ashes of Happy's lately deceased Buick. At any rate it's a Chevrolet and it runs.

George Johnson has joined the force at the EM office.

Elmer Parker has left EMM. He intends to make a trip through the middle west. Good luck, Elmer.

Joseph Donovan joined the ranks of the benedicts June 17, Miss Mary Hayes of Norwood being the responsible party. A pretty church wedding was held, followed by a reception at the home of the bride, where breakfast was served to about 70 guests. The honeymoon was spent in New York. Best wishes, Joe.

Martin Lambine took his vacation the first part of the month.

Things are looking pretty good down Rockhill way since Pat Hessian put up his new garage.

We welcome Ernest Alexander back to work after his illness.

During Wilbur Fay's recent hunting trip he found one morning that porcupines had feasted on the rear of his car. Getting peeved at the maliciousness of the animals, he went out and shot 10 of these pests.

Roy Gardner joins the list of new car owners with a Chevrolet.

Messrs. Smith and Conrad took a business trip through the middle west during the month.

Phillipsdale, R. I.

R. H. Salisbury

D. S. Lowry

J. H. Nolan

On June 8 Mike Kurda, who is on the 11-7 tour, found a \$5 gold-piece in one of the beaters. Evidently they don't go to sleep on that shift. Applicants for appointment in our beater room please line up on the right.

"Charlie Chaplin," alias Manuel Varilla, is about to leave for an extensive tour through Portugal. He will be going in about two months.

Patrick Lynch, general superintendent of the lawns and gardens, who has been with us for about 15 years, figures that he has worked long enough and has announced his retirement. We hope that he will come over to see us occasionally.

George "Lubby" Madden has achieved a reputation as a wonderful card player. Two of his most prominent boosters are Kelley and Casey. Talking of card players reminds us that Fergus Christie doesn't play as much as he used to. He seems to like to sit under the trees and listen to the birds singing and to study nature. Well, they say young single fellows usually get that way in the spring.

The stiff-leg derrick came through the spring house cleaning period with two new coats of paint, applied by some human flies from Pawtucket.

The only new acquisition in the line of motor vehicles this last month was Alec Homenick's new 6-cylinder Hupmobile Sedan. Not so terrible!

Traffic is getting so thick in and out of the yard that we now have a one-way street system all our own. Just which way some of the men haven't found out yet but, they will soon.

DPG has started up again and is rather busy with about

fifteen girls sorting sweeps. Most of the girls have been with us before.

Charlie Riley from the cutter room surprised us by getting a shave in the middle of the week one time during the last month, the cause of the celebration being the birth of Austin Riley on June 1. Manuel Mendes also of DPC reports the birth of Joseph Mendes on May 24.

Vacations have started and by this time seven will have had their annual "rest." Charlie Cyranock has been touring from Oakland Beach to Crescent Park, being strong in the belief of seeing America first. Jack Davis spent his time on his back yard farm. Miss McKanna, Frank Reed, Thomas O'Holleran and Alec Homenick have been keeping their plans secret.

Although we haven't a household department as yet in this magazine, we have lately received a pretty good recipe entitled "How to Cook Your Dinner on Your Way Home in Your Automobile" and it goes thusly:



Henry Morgan and the smoking stand, which is filled with other gifts

"Fasten one big, fat, juicy herring to the manifold of your engine with good strong wire. Start your engine and drive along. An odor might be somewhat noticeable from the cooking fish, but continue to drive along. On arriving home, lift hood, cut wire, and remove fish which will be delightfully cooked." John Barquist of DPC will testify in favor of this recipe.

BOX FACTORIES

East Walpole, Mass.

Malcolm Mars
Herman Lauble
John O'Donnell
A. J. Duncan

Curtis Boyden
W. J. Downing
Annie S. Richardson
James Dine

John Clancy

Bill Evans, Wilmer Wiggin and Bob Morse journeyed to Cape Cod on a fishing trip during the month. Evans and Wiggin report a fine catch including a 25-pound halibut. All Bob got was a bad sunburn.

Bill Quinn spent his vacation in Montreal, seeing various and assorted sights.

Dennis Smith and John Graney were among those present at the old-fashioned dance held at Wrentham. After the prize waltz, Denny and John gave an exhibition of the Charleston. The young folks must look to their laurels, for Denny and John shake a mean hoof.

Harold Wickham reports a good day's catch at Newfound Lake. He sent in a picture, too, but it was too small to use. But here's the catch: Three lake trout and two salmon, one trout weighing five pounds and one salmon also weighing five pounds.

Harry LeClair is with us again after several weeks' illness. William Hall is the proud father of a baby girl.



"King Tut," otherwise Arthur Duncan of FB, keeping up appearances. Also note the new type safety scaffold ladders

BUILDING AND ROOFING MILLS AND OFFICES

Norwood, Mass. Mill.

Ralph Kolseth, our night superintendent at FB, is spending his vacation on the coast of Maine. We expect Ralph will bring back wonderful stories of the fish they catch down that way.

Ed Hiller, FB office, is getting his car all ready for the Mohawk Trail during his vacation, the week of July 12.

Alden Boothby has reason to be proud of his daughter, who recently won a medal at school for an historical essay.

The new method of handling fumes at FB has been installed. Changes in the fume line from the stills have been made, and the improvement should be greatly appreciated by all.

Coleman Foley has again surprised us with a new member of his family, named John Francis Foley, born May 26. This is the fourth boy that has made his appearance at his home. Quite some quartette! Incidentally, Coleman and John Walsh work together and must have a fine time talking about their kids. John boasts of ten, all assorted.

John Olson, formerly of FBV, is now working with FBM. Glad to welcome you, John.

Konstantin Bartaska has been out for some time with, as he puts it, "broncho" pneumonia, but he is now well on the road to recovery. We miss his smiling face, and hope to see him again soon. Gus hasn't been as sick as this since Harry Bellew gave him a chew of tobacco.

Andrew Onichuck was called to Lowell on account of the



A Plymouth, Mass., estate, roofed with Bird's Art-Blende Shingles



Bird's Roofs stand above everything else at the Detroit Builders' Show, Strand Lumber Co. exhibit

death of his uncle, June 19.

Everybody is on edge on suggestions at FBP. Several FBP men have come across in good shape during this past month. Keep it up, boys.

"Patience, perseverance and a little sweet oil will carry a snail to Jerusalem." Tony Strukle of FBP will please note. Perhaps by observing the injunction he will be able to obtain that operator's license for the flivver.

Paul Krukas, FBF, is building a new two-family house on Walnut avenue, Norwood. Paul came from Lithuania in 1908. His first job in this country was with Bird & Son, and he has worked here ever since. A few years ago he built a three-flat house in South Norwood and, with his family, occupies one of the flats. The Walnut avenue house is being built to rent.



The "Jack Walton Co." application organization, Dallas, Texas, together with "Uncle Ben" Summer, third from left in back row. Jack Walton is beside him, and our representative, C. Newton, on Walton's left

Marcus of FBF spent his vacation at the seashore. Porshinsky devoted his to repairs on his estate, while Victor Makela visited his sister in Cleveland.

Bill Standish took a week off and reports a very pleasant trip. We couldn't find out just where he went.

John Alexandrovicz's new house is nearly finished.

Milton Beasley came in to work one day recently with a broad grin and a chest that measured four and a half inches more than normal. The reason? Well, mother and daughter are both doing well.

Mike Sheehan is getting quite a garage in FB8. Now we wonder how long it will be before he charges rent, and before PBL puts a "Test Roof" on it.

Chicago Plant and Office

W. W. Wilson

Mrs. G. Prairie

B. H. Roberts

Mrs. G. Prairie, one of our *Review* correspondents here at the Roofing Office in Chicago, was much impressed with the size and particularly the cleanliness of the East Walpole plants on her recent trip there while auto vacationing.

F. H. Hird attended a meeting of the Asphalt Shingle and Roofing Association in Cleveland last week.

The trumpet call was sounded on a certain afternoon during the month, and there assembled in the office a goodly throng of Building and Roofing people. Acting as master of ceremonies, Doc Watson called upon Henry Morgan to come



Part of the Central Lumber Co., Shreveport, La., organization, together with Bird & Son Southern representatives. Left to right: V. E. Houston, J. E. Ellington, Bob Peterson, R. N. Houston, Bob Viosca, Larry Westerdahl, W. L. De Loach, E. L. Pringle, Charlie Mock, Bill Wilson and Bob Newton. The Misses Lillian Rader and Clara Brock, of the Central Co., who do 95 % of the work, are unfortunately not included

forth and receive the gifts and advice that were about to be bestowed upon him.

A smoking stand contained the presents, all of which were deemed to be useful. Henry responded appropriately and an enjoyable and instructive time was had by all.

W. J. Bothwell, formerly of FBV and now at the Everett warehouse, is receiving congratulations on the arrival of a baby girl at his home.

"100% Shingled"—that's the story now in our office here since Miss Lydon decided that a barber's chair wasn't hard to sit in after all.

Charlie McEachren missed a "hole in one" by nine inches last Saturday at the Dixmoor Country Club. Like all Scotchmen, Charlie believes in getting close to things.

"Big Joe" Voltmer has found that "putting them on" (roofs) is far harder than "taking them off." Joe has been take-off man on our No. 1 Machine winder for several years.

Earl Clark starts east on an auto vacation which will carry him home and include a visit to our East Walpole plant.

Ben Roberts is leaving on his fishing vacation early this year—and he hopes to land several of those muskies who swallowed his hooks, lines and sinkers last year.

George Fifer of our Shipping Crew, is the proud Daddy of George Junior, weight 8 pounds.

Howard Hanna again "picked" the Derby Winner—no, not brown derby, the Louisville Derby.

"Horse-shoe" pitching takes all the interest noon times after lunch these days and tennis is played every evening after business hours on the Mill court. The F. H. Hird trophy for tennis is much sought after this year.

The machine crews have had several "non-stop" runs during the month.

Henry Morman's use of old tubes and conveyor chain for fences has added to the looks of our Mill and Office lunch room lawns.

The record breaking shipments of May, plus the weekly record breaking performances for June to date, has meant "cigarettes" for our Shipping departments.

Roberts Lander, who handles our roofings in El Paso, Texas, was in to see us recently.

Hamilton, Ont., Plant

H. E. Davenport

Miss L. O. Stephenson

H. Coutts

The backward summer has naturally affected doings at the Hamilton plant and we are just now actively working on plans for the annual picnic. The entertainment committee assure us we are going to have one alright and that it will equal last year's.

The general topic of discussion is "Where you going to spend your vacation?" Altho the news items have been slow coming in this month, we should have a lot when the vacations start.

Vera Ingledew left on the 20th for Montreal—she says to work, but we are waiting for a detailed report from Vera on her return, because we are afraid when she meets up with the old timers from Hamilton that business will be temporarily forgotten at least.

Here is a question some of the boys around the office and plant would like answered—Why is it necessary for some of the East End Residents to attend movies in the West End?

Bill Mutch and Harold Balch are becoming more like Tilden every day in their morning work-outs. We doubt if Balch's new shade has had the desired effect.

Harry Hunt, our master mechanic, who has been in Montreal, returned to spend the week end of the 19th at home.

We are very sorry to report that Henry Stuart of the Maintenance department is out sick and Al. Turner of the Office has been ill for two weeks.

"Beau Brummel Del," otherwise known as C. C. Delavergn, our genial Superintendent, has usually led the straw hat brigade at Bird's and this year he hasn't let us down. However, this is in order as a manufacturing man has to be a couple of jumps ahead.

FLOOR COVERING PLANT AND OFFICES

Norwood, Mass., Plant

L. J. Latham

William Boyden

L. R. Bernier

G. L. Staples

Carl Johnson

Stuart Nickerson

Jim Garner of FFB motored to Richmond, Virginia, the week of June 7-14, making the 1600 miles quite easily in the seven days.

Mr. and Mrs. Norman McInnis announce the arrival of a baby boy on June 2. Norman works in FFM.

Ed Walsh and Harry Rouillard took their vacations during the month.

Patsy Sansone of FFD returned to work after a week's vacation, spent in improving the attractions of his house on Cedar street, Norwood.

To prevent hostilities, do not ask Steve Surpont, FFF, "How is the wax?" when he is all dressed up and stepping out.

Bill Boyd of FFC says that after he gets his license he is



Some of those who roost at the Bird Club. Back row, left to right, Jerry Sheehan, Fred Spang, Eddie Johnson, Ted Southack; Center row, Barney Dearborn, Frank Sullivan, Dick Winn, Al Kendall; front row, Hal Fuller, Con Gardner, Ralph Rockwell. Photo by "Tigie" Wright, Palmer, Mass.

going to tour from Canada to the Gulf. Take plenty of shoes, Bill.

Joseph LeBlanc from the Main Mill has joined the force in FFC. Thrice welcome, Joe.

Chicago Office

B. I. Hindmarsh

Lillian Moe

H. E. Sawyer, Jr., recently spent a few days in Chicago, also making a short trip to St. Louis. On Thursday, June 10, the field managers had a conference with Mr. Sawyer which was held at the Brookwood Country Club, Addison, Illinois. A very profitable discussion was held in the morning, in which the new floor covering sales policy was considered from every angle. After luncheon the Chicago city salesmen and Messrs. Freeman, McEachren, Schreen and Wilson from the 76th Street Roofing office joined the party in a very delightful round of golf.

A fine baby girl, Mercedes Catherine, weighing eight pounds, arrived at the A. W. Coey home June 2. This makes two girls in the family.

Miss Moe spent one week of her vacation on a trip down the Mississippi and Tennessee rivers, stopping at Shilo National Park, a famous battlefield of the Civil War.

Mrs. Rooney, formerly Mr. Westcott's secretary, has come back to the office and has taken over the dealer cards handled by Mrs. Sweeney, who is doing some of Miss Clancy's former work. Miss Clancy will now devote most of her time to analysis, reports, and supervision.

San Francisco Office

Mrs Mary Kersey

J. T. Perkins is the successor of E. R. Patch in Northern California and Southern Oregon.

B. W. Davis will conduct a "Neponset" exhibit at the Northwest Furniture Market to be held at Tacoma, Washington, the week of July 26.

G. A. Saunders had planned to meet his family on their arrival from Boise, Idaho, and it was understood that he had engaged a brass band for the occasion. The boat was ahead of time, however, and Mr. Prouty did the "honors."

On his return from a trip recently, Mr. G. A. Saunders looked very much withered. He had been sleeping "n", sheets for a week.

Solution to Puzzle

The puzzle shown on another page reads: Bird's Neponset Roofing Products Are Best. Try looking at it again if you didn't get it the first time.

Spring Building Under Way; Bird Club Settlement Growing



Home of Stuart Nickerson, FFR, on Pleasant street, below the Bird Club

RIGHT across the way from Mr. Johnson's house, which we showed in the last *Review*, is the attractive home of Stuart Nickerson, Foreman in the rug finishing room at the Floor Covering plant.

Other houses are being planned in this vicinity, and by fall there should be quite a settlement.

If you are interested in home building, call at the Walpole Home Building Company office, or at the Labor Bureau, and we will be glad to advise you.

Here are a few paragraphs on home ownership to think over:

America is now becoming more and more a Nation of homes of the people, by the people, for the people is a democracy—a Lincoln-like democracy.

The slogan that men fought to save democracy sounds good, but back of all this high-sounding sentence were the words and worth of Lincoln's thought—the home.

No man will fight for a boarding house, but millions crossed "over there" to protect their homes "over here."

What this country wants is more home owners—people who can call a house a home.

Where is the practical philanthropist? Come along, you big men, and get the idea of helping to build more homes!

The very blood of this Nation courses through the heart of the home. Bolshevism is a virus that runs through the veins of a rented house.

Law, order, religion, civic pride, patriotism, progress—all these are the outgrowth of houses that are owned by humans who live in them.

Disorder, unrest, turmoil, strikes, riots, rows, prostitutes—all these are hatched in the hall bedroom.

There are a lot of fine folks who do not own their own homes, and this is the pity—this is the serious situation that confronts us.

The steady, straightforward, saving and serving class are usually home owners. Let us help those who want to own their own homes to own them.

Some day to own a home will be the hall-mark of reliability. It is the duty and should be the privilege of every patriotic citizen, banker and business man to encourage humans to own their own homes—to do more than to encourage—to help.

Not all individuals that are interested in industry own their own homes, but nearly all humans that own their own homes hold permanent positions. Their self-interest is on the job.

ATHLETICS

A. W. Smith

Baseball

WHILE the Bird & Son baseball team started off the season rather poorly, the resulting shake-up has produced a team that has already redeemed itself and should soon be up fighting for the top position.

Six games have been played to date, May 22, of which the Bird nine has won one. The scores of these games follow: Bird & Son 4, Winslow Bros. & Smith 9; Bird & Son 12, Fleming 17; Bird & Son 5, Plimpton 7; Bird & Son 2, Berwick & Smith 5; Bird & Son 12, Fleming 13; Bird & Son 6, Plimpton 1.

The following games will be played by the Bird & Son outfit in July, when there will be a week's rest before the second half of the season starts:

July 2, Plimpton at Norwood; 6, Fleming at East Walpole; 8, Berwick & Smith at Norwood; 13, Plimpton at East Walpole; 14, Winslow's at Norwood.

Tennis

The courts on Walcott street are in daily use by the racquet enthusiasts. It is apparent, however, that many of those who use the courts have not yet joined the Association, nor paid the annual dues of \$2, for which reasonable amount one may play on the courts all summer.

The tournament is still in the offing. All that is needed to start it going is for a sufficient number to sign up, and pay their dues to Louis Tarr.

Athletic Supplies

Many have taken advantage of the good bargains in athletic goods of all kinds that can be seen at Al Smith's office. Tennis rackets and balls, bathing suits and caps, golf balls and many other articles can be obtained at considerably below retail price.

Congratulations

DATING back to the time of the Declaration of Independence, Winslow Bros. & Smith Company of Norwood are this year celebrating their 150th anniversary.

The company was founded in 1776 by Abner Guild, who erected a tannery on the site of the present plant, in what was then a part of Dedham.

Although the former has the advantage of some years' start, the firms of Winslow Bros. and Bird & Son have grown and expanded in much the same way throughout the years.

We extend our sincerest congratulations to the Norwood firm upon their completion of this remarkable record of business continuity and service.



BIRD NEPONSET PRODUCTS



Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Hexagonal Twins Lock-Butt Individuals
Giant Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases NEPONSET Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Black Tube Paper Torch Paper
Bird Wadding Gray Index Cardboard Jacquard Board
Felt Papers for Special Purposes

BIRD & SON, inc.

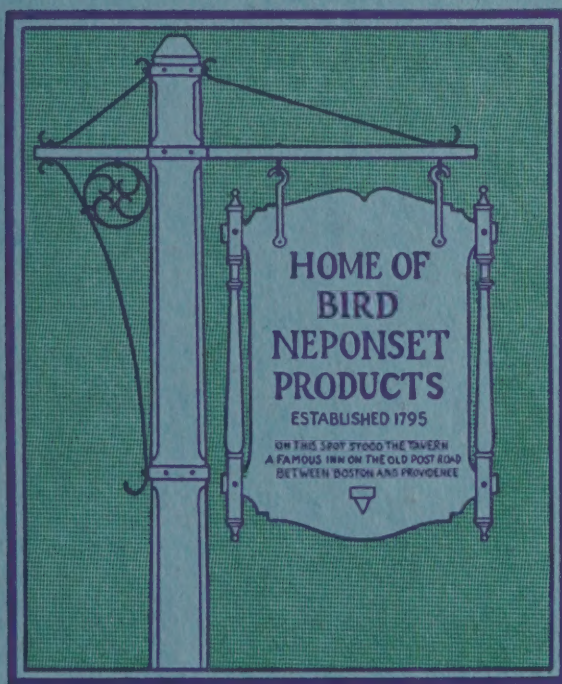
Established 1795

EAST WALPOLE, MASS.



Bird's NEPONSET *Review*

Edited and Planned by Employees of
BIRD & SON, inc.
East Walpole, Mass.



VOL. XIV NO. 8

AUGUST 1926



BIRD & SON, inc.
Established 1795
East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Philadelphia,
Atlanta, San Francisco, Minneapolis,
Columbus

Warehouses
New York, Chicago, Philadelphia, Detroit,
St. Paul, Atlanta, Dallas, St. Louis, Indianapolis,
Houston, San Francisco, Seattle, Los Angeles

Officers and Directors

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Vice-President, PHILIP R. ALLEN

Sec. and Treas., HERBERT H. MILLER

General Sales Mgr., PHILIP R. ALLEN
Asst. to Vice-Pres., RICHARD C. FLOYD

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Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales Division
Manager, CHESTER H. ANDREWS
Special Paper Sales Division
Manager, ELMER H. BARTLETT

Western Roofing Division
Manager, FREDERICK H. HIRD
Assistant, WILLIAM W. WILSON
Superintendent Chicago Plant, BENJAMIN H. ROBERTS
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Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
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(Floor Covering Sales)

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Pacific Coast Manager, L. W. PROUTY

Makers of Quality Products Since 1795

BIRD'S NEPONSET REVIEW

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AUGUST, 1926

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Water, Water, Everywhere

ONCE upon a time an old codger started out on a voyage, and ran into tough luck. For days and days the boat floated around in a measureless ocean. All of which gave rise to the famous quotation:

"Water, water everywhere
And all the boards did shrink
Water, water, everywhere
Nor any drop to drink."

A cloudburst finally came to save the Ancient Mariner, and as long as he is now comfortable, we'll leave him and go on with our story, which concerns the "water, water, everywhere" around the Bird & Son paper mill.

If you were asked how much water we use in



Looking outover the Neponset Reservoir—"the top of the river"

a day, what would be your answer?

If you don't know, you'd never figure it out, so we'll give you the answer—more than 4,250,000 gallons a day, which is about three times the amount used by the entire town of Walpole in the same period.

Large figures like that intrigue the editor so he started out to find where all this water comes from, and also to determine what we do with it after we get it.

If the figure of four million gallons of water a day was startling, the trip to the headwaters of the Neponset River was even more so.

Way over in South Walpole is the Neponset Reservoir. Here it is that the Neponset River begins. Most of us, when we picture a reservoir, see a smallish sort of pond, deep, with high banks, etc. The Neponset Reservoir isn't a bit like

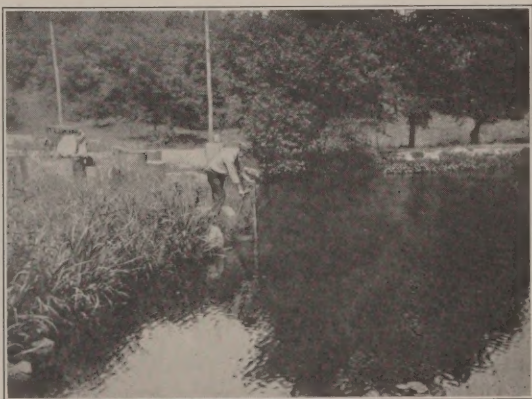


Believe it or not, but this is how the River looks just below the first gate

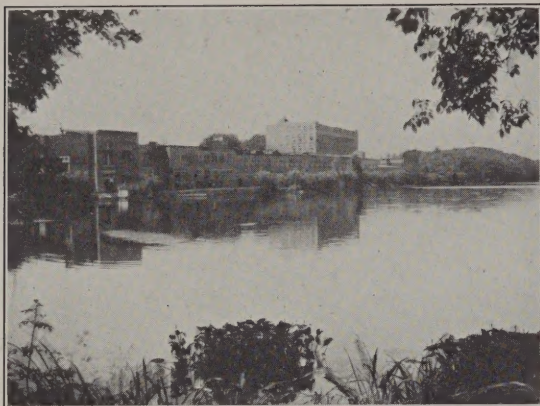
that. It's a young lake, and a good husky youngster at that. There are 352 acres in it, the shores are dotted with camps, the surface used by row boats and motor boats, and the waters in general used by the boys and girls from round about, as a most excellent swimming place.

You can see by looking at the first picture that the Reservoir is really a good sized lake. Four other coves like the one you see, spread out fan-fashion to form a sort of five-leaf clover.

But what a start for the editor when he saw the little brooklet that grows into the Neponset. Taken among all rivers, the Neponset is no Amazon, but that didn't lessen the shock when we saw the scene shown in the second picture. Yes, sir, that's the Neponset!



Jack Smith opens the first of the 14 gates



Looking Across Bird Pond

Oh, yes, sez you, but where does the 4,250,000 gallons come from? Well, there are 12 other ponds of various sizes, beside the Reservoir, that feed into the river before you finally come to our own Bird pond.

Now comes the first job in handling this small ocean of water. The third picture shows Jack Smith at the first of the 14 gates that control the flow of water between the Reservoir and the dam at Bird pond.

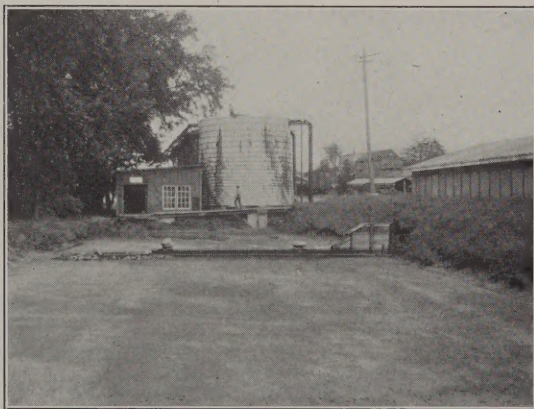
From the pond the water is pumped to various parts of the mill. It is used, principally, in two ways, in the boilers, and in the making of paper.

Water for the boilers is taken through a sand filter and water softeners on its way to the boilers, where it is converted into steam, which is used in several ways: for power, in the paper machine driers, for heating stock, and for heat in season.

It is interesting to note that about half of the steam used is condensed, and brought back to the boilers again, as perfectly good water.

To a paper mill, water is absolutely and thoroughly essential. Without it the mill would be helpless.

The boilers use about a quarter of a million gallons of water a day, but the machines drink



A filter bed in the foreground, and in the rear, a row of settling tanks

up the rest, which, if you are good at figures, amounts to the rest of that 4,250,000.

This water is taken directly from the river, and goes to the various Shartle beaters, beaters, washers, chests, etc. In these various places it is mixed with the stock, and stays there until it gets to the paper machine, where it makes up 95 per cent of what flows into the stuff box, or onto the screen.

Now, the easiest way to get rid of the water after it is used would be, of course, to run a pipe from underneath the machine right down to the river.

But that would not only pollute the stream, but would be very wasteful, for there is still much



And so on, down the river

paper stock [in the water, which now becomes known as "waste water," and is passed through Bird save-alls, after which it goes to the final stage of the system, the purifying of the used water.

Water from the washers is pumped to the filter beds. This bed does just what its name implies, and by means of layers of sand, gravel, and coarse rock, filters out all the impurities. The purified water then goes to the river.

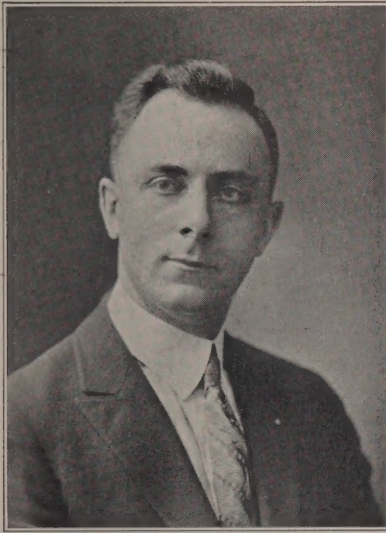
The water from the machines, on the other hand, goes to the settling tanks. You have probably noticed a double row of these, in back of No. 2 Box Shop, as you passed over the bridge. Each of these huge tanks holds about 103,000 gallons.

While the water is being pumped to the tanks, alum is added. This precipitates, or settles, all the solid matter in the water. Much of this solid matter is paper stock, which is taken back to the Shartle beaters. The clear water goes back to the river, out under the bridge, and eventually to the Atlantic Ocean.

And let's see, 4,250,000 gallons a day, with 300 days, say, to the year, makes 1,275,000,000 gallons of water used per year.

Shades of Volstead!

Many Ideas Coming In—But More Wanted



Left, Jesse King, EMM, who received a special award of \$10 for his suggestion.

Right, George Wood, FFM, who received two \$10 awards for suggestions.



IT was just about a year ago that the Suggestion Committee, taking sort of a semi-annual stock, decided that the number of ideas submitted was far too few. Harry Mann of the Engineering department was appointed as special investigator. Pay envelope slips were distributed, the Review gave matters a boost, and we finished the year in grand style, with more suggestions submitted and accepted than in 1924.

This year things seem to be "hooping" along. Workers in all departments are being bitten with the idea bug. One hundred and six suggestions were submitted at the meeting held June 30. At the corresponding meeting last year, only 37 ideas came up for consideration. The number accepted last year was five, against 30 this year.

Nor are they all five spots. There were three lucky suggestions at the meeting at which the June suggestions were considered. George Wood, of the Floor Covering machine shop, came through twice with an extra good idea, and was awarded \$10 apiece for the two suggestions. Jesse King of the Main Mill machine shop, also cashed in for a \$10-prize.

And in the meantime the competition for the Grand Prizes, to be awarded at the close of the year, waxes fast and furious.

John Wosner of FBP seems to be out in front at the present moment, but he's being hard pressed by others. Prizes totalling over \$700 were distributed to lucky men last year.

Finally—"when the world releases a thinker no one can predict what the result will be. New things are the outcome of thought applied in the use of materials that are as old as creation.

"The waves of wireless were here from the be-

ginning of time, but Marconi put them to work and civilization advanced another notch because he gave his discovery to the world."

Let us have the benefit of your thoughts.

The following suggestions were accepted at the meeting held June 30:

Install oil bath on FX1 elevator limit switch	John Bache, EMM
Protect crane cable	Arthur Baldof, FBE
Protection for steam pipes	Joseph Campanio, DFF
Hole in oil pans to facilitate cleaning	Joseph Campanio, DFF
Fitting on waste water pipe	J. F. Costello, EMT
Foot sink in DPP wash room	John Goncalves, DPP
Fire extinguishers in charging room	C. F. Hanscom, FBE
Extend track in heater room	John Howard, FBX
Method of sharpening wad slitters	Jesse B. King, EMM
Number lights	James Maroney, PWM
Bigger settling box at DMPM5	Alek Marzul, DMP
Pulley guide for switch ropes	Cyril McCue, FFN
Truck to carry dies	A. J. McDonald, EMM
Catch strip for silicate spray	Charles Mutch, FXG
	Basil Neville, FFR
Guard on hook pulley of pull out crane	Frank O'Neil, FXR
Bumpers for chutes	Frank O'Neil, FXR
Heating arrangement for gum paper box	Frank O'Neil, FXR
Extension for rotary bench	M. F. Powers, EMY
Cement gutter FX1 to drain	G. A. Rafuse, FBP
Install counter wheel wiper	Everett Readell, FXF
Steel platform lifting device	Thomas A. Smith, FBP
Improve arms on shingle machine counter	Alex Urbanow, FFN
Hooks in hangers for rope	J. S. Walker, EMT
Telephone from DVX1 office to loading platform	George Wallace, EMW
Platform at Bird screen No. 3 machine	Steven Wilson, FXG
Stand for rope	George E. Wood, FFM
Short paint roll bushings, FFPM1, 2	George E. Wood, FFM
Increase friction surface on clutches	John Wosner, FBP
Change coating section shipper lever	John Wosner, FBP
Light under automatic scales	

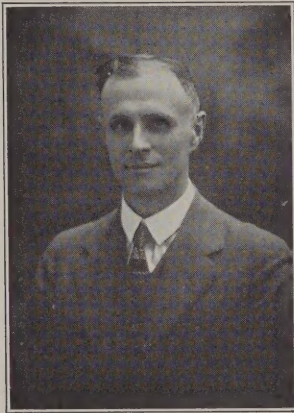
Bird & Son Salesmen's Page

"Andy" Spiers Spins a Yarn; Neponset on Navy Boats

SPACE is shy this month, so we'll start right in on the page without further comment. Andy Spiers, Building and Roofing, writes from Bloomington, Illinois, as follows:

It was Friday night and the watch showed 4.45, and me and my Flivver 130 miles from home. We were just entering Kewanee, tired, soon it would be time to call it a day, and wouldn't it be nice to be home with the family tonight?

But here was a man just on the outskirts of the town who had bought shingles in carload lots from a competitor. He's hard to find. I had failed to connect twice before. We stop.



Perry F. Doupe, Canadian Salesman

Our man, we find, is around back. The place reminds us of a junk yard.

But none daunted, our approach finds the customer nailing up a board fence to keep the school kids out.

Says I, "Are you Mr. so-and-so?" "That's me, what have you got?" "I'm with Bird & Son, of Chicago." "What do they make?" Amazement on part of one Spiers. "We make the Bird Twin Shingles and Roofing." "I'll be through in a minute."

Now for the showing of the samples. "What's your price on strips shingles?" "Five dollars." "I can buy them for \$4.60. I'm protected on a car." Very positive. Shows me letter dated December 1925, price \$475.

I explain Hexagonal shingles and quote, "You'll lay them down on the roof for \$4.20." "No, sir, my house has only one price to all dealers."

Pause—re-examination. Get's opinion of one of his men. Then he says, "You can ship me, etc., etc."

Oh, boy, what a grand and glorious feeling,—and his rating is D1½ so I know Mack will pass it with a smile, and it's a new car account, good for extra 20 per cent commission.

Great stuff, boys!

Fred Bagley, Floor Covering, tells of an interesting use of Floor Covering:

I recently made a trip to Nantucket to visit the branch store of the C. F. Wing Co. William Hall, Jr., the manager, informed me that he had fitted out the mess room floors, tables, and in some cases the engine covers of about 30 of the boats that are stationed there, with Neponset yard goods.

It seems the crews are allowed a certain amount of mess money which they pool and use what is left for such luxuries as they desire. First the crew of one boat came to Mr. Hall to buy linoleum for the above purposes, but he was able to sell them the waterproof qualities of our goods. Evidently it satisfied, for they have sent practically all the other crews to Mr. Hall for more of our goods.

Being used on these boats is really quite a test for our

goods, for the boats are small, and go through a good deal of rough weather.

Brief pause for a good little joke sent in by J. H. Dunnell:

"Approached an officer of the law one day recently, asking for directions. A sudden interruption came, caused by a Scotchman who looked as if he had just left Haig and Haig Bros., inquiring as to the location of 'the most reasonable post office.' Hoot mon! Have you heard that one lately?"

We're always glad to hear from H. B. Lane



M. F. Hewins and the car that goes so fast through the towns

H. B. is really so busy putting Ohio on the map in pattern 780 that he doesn't have much time to write. But he does say:

The best news I received for the past nine years was the memo from W. B. Rogers, Jr., that the plans for the Cincinnati warehouse has been approved, and the thrill that comes once in a life time was when the first two cars arrived. My dreams of 100 per cent service have been fulfilled.

A few lines from M. F. Hewins, New York State:

Sorry I can't give you a word or two for the Review but life here is so fast and work so hard I don't even see the girls in their short skirts, I drive from town to town so fast—and they wear them short here, too.

Izzie Bailey promises a picture of a Vermont show-room that will make the big-city fellers sit up and take notice. Shoot it along, Izzie!

R. W. Graffam submits the following paragraph, taken from advertisement of Seitner's, Inc., Canton, Ohio:

400,000 Pairs of Feet Have Failed to Wear Out This Neponset Rug!

At the foot of our Basement Stairway lies a BIRD'S NEPONSET RUG over which at a very conservative estimate over 400,000 pairs of feet have trod in the past six months—and the rug is still giving service, good for many months more wear! If you are looking for proof of NEPONSET durability, be sure to see this rug!

30-

I am always for the man who wishes to work.

—Abraham Lincoln.

Credit Union Service Grows

THE service of the Neponset Credit Union grows steadily. More and more Bird & Son workers are using this department as a place for depositing and saving money, and for borrowing in case of need.

Last year, at the end of June, 779 members were recorded on the books of the Credit Union. This year there were 897 members, or an increase of 118.

Shares, deposits, and loans show a similar gratifying growth. At the June closing the books showed \$23,724.27 in shares. This is an increase of slightly more than \$3500 over 1925. Deposits show a growth of \$5400. The amount loaned increased nearly \$7000.

It isn't too late to start saving for Christmas, and it's just the right time to start putting aside a small amount each month for next year's vacation.

Nearly 900 of your fellow workers have shares in the Credit Union. Is it worth while? To snitch a phrase from Mr. Packard's advertising—"Ask the man who owns one."

June Accident Standing

Dept.	No. Emp.	No. Accidents	Days Lost	Per Cent
FX 1, 2	299	0	0	1.000
FF	264	0	0	1.000
FB	226	0	0	1.000
DP	181	0	0	1.000
DM, DF, DV	239	1	14	.963
EM-ER	150	2	12	.952

VACATION PICTURE CONTEST

PRIZES

\$10.00 First **\$7.50 Second**
\$5.00 Third

RULES

1. Pictures **must be taken** by a Bird & Son employee.
2. Mark all pictures with your name and a description of the snap.
3. Send in as many as you wish, before Sept. 15.

More Facts on Old Picture;

Look Over Your Scrap Book

SO much more interesting information has come to light since we used the foregoing picture in the July *Review*, that we are running it again, to



Taken February 15, 1892. Have you any old time photos?

help illustrate the new facts that have been uncovered.

The photograph was taken on Monday, February 15, 1892, on the occasion of the arrival of the first train on the Wrentham Branch of the New York, New Haven and Hartford R. R.

Many prominent town people went in on the first train. Those in the foreground of the picture are Mr. Frank L. Gould, his daughter, Catherine, and F. W. Bird. Mr. Gould is now chairman of the board of assessors of the Town of Walpole. His daughter is the wife of Roland K. Bullard, assistant treasurer of the Norwood Trust Co., and the mother of four children larger than she herself appears in the old-time snapshot.

The gentleman on the extreme right, holding the dispatch papers with an air of importance is Charles Turner, then station agent. Somewhere in the crowd in the background is Tom Crowley, now in charge of Bird hall.

At the time the picture was taken the thermometer stood at 10 degrees above zero. There were five trains a day each way.

We can use more of these old-time pictures. Send 'em in!



Card of Thanks

I wish to thank my fellow workers for the kindness and beautiful floral tribute extended to me in my recent bereavement.

John Flamingo.

BIRD'S NEPONSET REVIEW

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How Clever Are We?

FUNNY thing about history. Most of us can't help comparing "old times" with "our times" as we read along. The editor has just been deep in a fascinating history of this country, covering the period from 1900 to 1925.

It traces, among other things, the tremendous development in industry during that period. In 1900 there were 13,824 automobiles in the United States. By 1925 this number had grown to 17,000,000. Hundreds of factories, thousands and thousands of workmen, were needed to produce these cars.

Nor was the growth in industry by any means confined to automobiles. New processes, new methods, new ideas in building, mining, farming, industrial work of all kinds, came about; caused by and themselves effecting the tremendous forward strides that were made by this marvelous country of ours.

Yet, to come back to the automobile, are we really quite so clever? In 1900 the number of deaths from automobile accidents was so small as not to be reported. In 1910 the death rate per 100,000 of populations was 1.8. By 1922 this had risen to 12.5—with a corresponding increase for the more recent years.

Or to return to industry in general. In 1924 more than 10,000 people lost their lives in industrial accidents. This was an increase of over 2,000 as compared with 1921.

We have come to be the richest, the most prosperous, in many ways the leading people of the world. Yet we have more fires, more accidents on the road and in the factories than any other country, in proportion.

Why? No one really knows, exactly.

But you can, if you will, do your part to help reduce the unfavorable total.

In your homes, on the road, and at your work:
PLAY SAFE!

Making Men

Last month Mr. Rouillard gave us his thoughts on the statement of a manufacturer, who, when asked what he made, replied, "We make men." After giving his views as to the desirability of following this statement, Mr. Rouillard brought up the question of "how?"

"No details of any actual workable plan are at hand," he said, "but there are certain principles that must apply."

This month Mr. Rouillard writes about these principles.

MEN cannot be made as a statue might be cut from a block of granite. They must grow, they must develop.

They will not grow in an atmosphere either of compulsion or of patronizing. Neither servility nor superiority must be anywhere in evidence. Class and race prejudice must not be tolerated. Goodfellowship, comradeship, brotherhood must obtain.

There must be light. Men cannot grow strong and capable and loyal and true in the dark. There must be no lurking suspicion of injustice, or unfairness or exploitation allowed to persist.

There must be adequate incentives for both personal initiative and cooperation. The terms "we" and "our" should be encouraged both in reference to the organization and the product. Employee shareholding should be so settled and generally encouraged a policy that these terms come naturally into every day conversation. These and many other allied principles that might be set forth are not only thinkable, but possible and practical. They have been tried and have been found to work.

In order that they may function in and through any organization, they must first be dominant in some one guiding mind.

This one mind must impress itself firmly, gently, persistently, patiently upon all the individuals within the organization.

Where individual minds are left to their own devices, it is often the case that each one concentrates upon self-interest; uses other men, as well as the material product, for self aggrandizement; develops characteristics of servility toward those in higher positions and of contempt or indifference toward those in so-called lower.

Men cannot, simply cannot develop along genuine and ideal lines in any such atmosphere.

The kind of men they are and remain is bound to be reflected in the goods that they produce.

There is great potency in this idea that was suggested to the writer secondhandedly, as it were, that man-making should come first, and that only men of character and the spirit of service can possibly make goods of character that will give service.

Maybe the whole idea is an idle dream. Who shall say?

It would be interesting to know what my readers think about it.
H. E. R.

Keeping Cool

WOW, but it's hot!

Yes, there are many days during this season of the year that we can say that.

There are almost as many dangers in the summer time as there are in the chilly fall, the cold winter, and the damp spring.

These dangers must be combatted. First of all, then, keep cool mentally. You can't change the weather, so grin and bear it. Moreover, use your head to help keep that grin.

Go slow. Not so slow, of course, that you come to a dead stop. There's nothing quite so hot and uncomfortable as to sit around and mop your face and think about the heat. On the other hand, summer is no time to rush around, overexerting oneself.

Soak yourself, inside and out. One bath a day, two if possible. A bath at night is a good sleep inducer. Don't bathe too soon after eating. Wait at least an hour. Drink lots of cool, but not iced, water. Drink frequently and in small amounts.

Wear loose, light clothing. And not too much of it. Let it be light in color and light in weight. An overload of clothing is a positive source of danger to the health, in addition to being uncomfortable.

Be "choosey" about your eating. Fresh green vegetables and fruit should make up a large part of the summer diet. Milk is food as well as drink. All rich and heavy foods, and excess of meat, fats, or sweets should be avoided. Take your time about eating.

Beware of constipation. Don't let your body be made a storehouse for bottled up poisons.

Live in the open as much as possible. But keep out of the glare of the sun. Protect your head and eyes from the sun's rays. Sun treatment is a mighty good thing in the right place, but if you are going to take it, do it under scientific supervision, and not hit-and-miss.

Sleep a lot. In the open if you can, but if you haven't an outdoor sleeping porch, get as much of the outdoors in your sleeping room as you can. If you sleep outdoors in a tent, be just as insistent upon having the tent well ventilated. Don't fuss if you can't sleep. Rest is the important thing after all.

Lastly, be on guard against disease dangers. If at any time you are not absolutely sure of the purity of the water supply, play safe. Boil the water, or insist that it be boiled. Swat the fly. Swat him, starve him, screen against him. Keep the garbage can covered, or, better still, burn the garbage after each meal instead of allowing it to accumulate. Do away with any other breeding places of flies or mosquitoes. Manure piles and decaying food out in the open are cordial invitations to the enemy.



In the Bird Cage

The Chase

Here sits a bird that often we've heard
Is a model for rising young men;
But what puzzles me is what it can be
He does there alone in his den.

He runs his affairs at the head of the stairs,
And no one has yet seen him shirk;
But he's quickly aware of a step on the stair
As he buries his nose in his work.

Some day when he is not looking for me,
I'll run up the steps like a streak;
And I'll know once for all, if he ever does stall,—
That is, if I get a good peek.

At the end of the day he chases away,
All set for a good tennis game,
And his skill and his grace has made him an ace,
And won him considerable fame.

He's always well up in the fight for the cup,
Though he hasn't yet landed first place;
But he doesn't complain, for it's all in the game,
It's not the prize that he likes but the Chase.

Jerry, the Office Cat,

Accidents Drop Nearly 100 Per Cent. in First 6 Months

THE result of the sixth months' steady drive against accidents in the Bird & Son mills has succeeded far above our expectations. A reduction of almost 100 per cent over the same period of 1925 has been scored. All departments with the exception of EM-ER helped to make this good showing possible.

If this progress is continued, we will be able to show a similar reduction for the entire year. Overconfidence is the only menace. Guard against it.

But let us be a little more specific, and look into this six months' record. First of all, as to how the various mills cut down their injuries.

Here is a tabulated report showing the number of lost-time accidents for the first six months of 1925 and 1926.

Departments	1925 Accidents	1926 Accidents
DM, DF, DV	19	9
FX 1, 2	13	6
EM-ER	4	8
FB	15	7
FF	23	10
DP	6	2
Totals	80	42

And there's a real reduction for you!

Foremen and members of the new safety committees also received an analysis sheet showing the causes of accidents during the first six months of 1925. Encouraging signs are shown by this report.

For instance, the number of strained backs is dropping. More and more men are learning to lift properly, and are doing it. Again, last year's record showed many accidents caused by men cleaning or adjusting machinery in motion. The number of such injuries has been reduced from 23 to 8 for the six months period. More workers are taking a minute to shut down the machine and saving themselves many painful hours of lost time.

There are reductions in other classes of accidents, too, and some increases. More workers are slipping or stumbling, with consequent lost time or doctor's services. There have been more cases of men struck by falling material or other objects. "Handling Materials" still remains the greatest class of accidents. There is just one way to reduce this class of accidents, and that is for the worker to BE CAREFUL. Watch your step and watch what you are doing.

Briefly, then, we're winning the battle. But remember Napoleon! "Waterloos" in the accident fight come with overconfidence and the thought that "we're pretty doggone good." So we are, but don't let it go to your head.

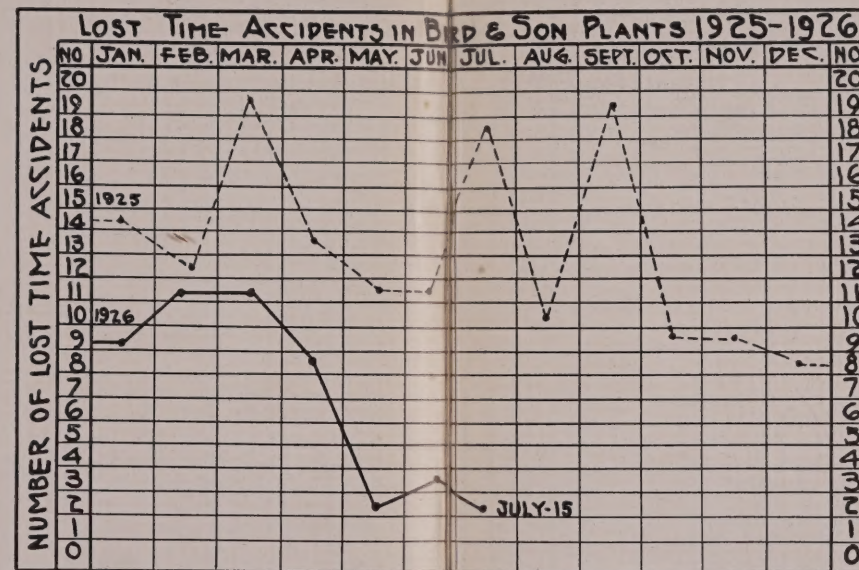


The Building and Roofing Safety Committee.

THINK
SAFETY



New Members of the Phillipsdale Safety Committee.



Corrected chart showing lost-time accidents for twelve months of 1925, and the first six and a half months of 1926. Note the "Rocky Mountain" effect of the 1925 line. Let's keep down in the valley!



The Main Mill Safety Committee.

IT'S
UP
TO
YOU!



Floor Covering Safety Committee.

KEEP
ACCIDENTS
DOWN

New Accident Boards to Show Record of Every Department

HOW many days can your department work without a lost-time accident? That's the question that's going to be asked more and more frequently as the days roll on.

A new idea in safety competition is getting under way at the Bird & Son mills.

If you haven't already seen the working out of this idea, you soon will. Boards have been or will be erected in all the mills, which will show the number of days each department has worked without a lost-time accident. At Floor Covering and Building and Roofing, large boards will be used, bearing the names of all departments. At East Walpole and Phillipsdale, each department will have its own individual board.

Let's illustrate this idea with an example. Take the Building and Roofing group board. Some such lettering as this will appear at the top of the board: "Building and Roofing Mill—Number of days worked without a lost-time accident." Below this the board will be marked off into squares.

At the top of each square will be placed the name or symbol of a department, or combination of departments. Below the department name or symbol will appear a number, showing how many days that department has gone without a lost-time accident.

All departments will start at the same time. Let us say it is the first of the month. As the month goes on the figures in the squares will be changed, daily or weekly, as the case may be.

This continues until a department has a lost-time injury. When that happens, the department having the lost-time accident goes back and starts over again. Thus, if the Maintenance department gets its total up to 56 days, and then has a lost-time accident, the 56 is erased and a zero put in its place. The day following the placing of the zero, the Maintenance department will place a 1, the next day a 2, and so on.

Monthly bulletins will be sent out to tell you how the other departments and mills are doing.

But your job is to keep the figure of your department as high as possible. Will your "gang" be among those to pass the 50 mark—the 100—the 150—the 200? How many departments will hit 300?

On January 1 of this year the matter of reducing accidents was put directly up to the superintendents, through them to the foremen, and through the foremen to the men. A reduction of nearly 100 per cent was scored.

This new plan puts it up to each individual department, and to the foreman and every man in that department.

Keep accidents DOWN! Keep your number UP!

Notes From Plants and Offices

MAIN OFFICES AND SALES

East Walpole, Mass.

Beatrice Foster
M. E. Tarr
F. J. Spang
Ethel Duncan
M. J. Hawkins

A. V. Wilson
Mary A. Concannon
O. C. Turkington
Margaret Dalton
Margaret Poff

Helena G. White

Congratulations are due to Mr. and Mrs. John S. Robertson on the arrival of a daughter, Joan. Scotty has been taking his vacation since the great event, and if that smile which he has been wearing since July 3 is still to be seen when he returns, we will know the new daughter is as good as we have heard.



Dave Heylin registers ownership in front of somebody's car

Ted Center spent his vacation autoing through the Berkshires and the state of Maine. And since the flivver held together the price has probably gone up \$10.

Miss Chessman left early in the month for a six weeks' trip to England and the Continent.

Eddie Tarr and Bill Maxwell week-ended in Worcester recently.

Florence Nichols spent one week of her vacation at Silver Beach, Falmouth.

Henry Hammond has left to take a position in Detroit. Best of luck, "Zekel!"

Tom Burke spent his two weeks at Atlantic City and the Sesquicentennial Exposition at Philadelphia. Lewis Hill accompanied him in the old collegiate flivver.

Howard Richardson spent a very pleasant two weeks at his home in Brattleboro, Vt.

Congratulations to Roy Armstrong, CF salesman, on the arrival at his home of Roy, Jr., on July 6, which date, incidentally of course, is Roy's birthday. This makes two future salesmen for Bird & Son. Roy's other son, Jerry, four years' old, is already planning on carrying his father's bag for him when he goes away.

The young ladies of CF took advantage of the hottest afternoon or record and fled to watery places, but the men stuck manfully to their places.

It is said that Garner cannot help but be a pious young man. His Buick would do the same for any one else.

Mr. James Stowell of Tampa, Florida, nee Walpole, came on to straighten us out on a few things. He is acquiring a warehouse, and hopes to make our production men work harder than ever to keep it filled. Jim sends his good-byes and best wishes to all his friends at the mill and to Mike Shergals.

Helen Lovering, now Mrs. Dallas Robbins, is back after two weeks in New York and Philadelphia.

Sophie Eppich and "the gang" had a weenie roast at Fox Island, New Pond.

"Pickles" Tolman is back for the summer to assist in AC.

We welcome Mr. Humphreys to departments AC and AP.

Cassie Smith is on a two weeks' trip to Hampton Beach.

Frank McCarron has an extended leave of absence from his duties, and is now located in Ipswich.

Bee Foster is making her weekly jaunts to Newport, R. I. Miss Hanson, AS, has been out because of illness. We hope to see her back soon.

Parky Rogers won't have much time to fiddle when he starts overhauling his flivver.

Eben Johnson tried out the Boston to Salem to Nantasket trip on a recent week-end.

Mrs. Forrest has returned from a week at Lake Sunapee.

Joe Eker has joined the ball team.

Howard Whitney was in charge of the sporting program of his Sunday School picnic at Lake Pearl.

Roy Springer has joined the "building boom" near the Bird Club.

Stuart Keith is right behind Springer with work on his house.

Griffin is spending his vacation camping down on the Cape.

Marion Smith and Margaret Downing spent the holiday week end at the home of Gretchen Regan Whedon, a former employee here.

H. C. Howard has taken over the territory in Maine formerly covered by J. H. Bunker.

E. H. Gallup, who formerly covered a New York territory, is now chief correspondent in Building and Roofing sales. E. V. Gibbs is now on outside territory.

Leon Regan has joined the Sales Department as correspondent.

Louise Percy is spending the week of July 26 at Oak Bluffs.

Harriett Anderson is spending two weeks at Nantucket.

The following Building and Roofing salesmen are having vacations: R. H. Sherman, Harwichport, Mass.; W. F. Sline, Harwichport, Mass.; J. C. Donnelly, New Brunswick; G. W. Towle, Ocean Bluffs, Mass.; G. J. Keller, Glens Falls, N. Y.; G. E. Pendergast, Morristown, N. J.; D. F. Pendergast, West Barrington, R. I.; H. E. Rice, Winchester, Ky.; C. L. Hammond, F. T. Feeley, J. L. Allen, N. R. Bartlett, J. N. Dunnell, J. H. Van Hoy, A. H. Brooker.

Robina Urquhart is more or less regretting that her vacation is over, as the weather is much more favorable for vacationing now. However we are glad to welcome "Bena" back amongst us.

Mrs. G. A. Andrews of Walpole is doing Miss Corcoran's work in Purchasing for two weeks while the latter fills the vacant chair caused through Miss McFarland being on a vacation.

Has anyone asked Ben Taylor how he enjoys long drives over the week-end? Ben over did it we fear as he really was down and out one Monday morning. Woodstock and back by auto between Friday afternoon and Saturday night!

PAPER MILLS

East Walpole, Mass.

J. E. Curran
W. J. Quinn
M. B. Lee

J. J. Burke
J. H. Maguire
R. E. Koebe

Maude E. Kaler

Everyone has been trying to dope out the mysterious actions of Jack Smith's car lately. It seems that the car, which is a nineteen-hundred-and-nothing model, has been parked before the domicile of an art collector. This art collector has been fooled on the car twice so far. He started to dismantle it, thinking that it was some junk he had bought.

A couple of dry agents crept up on it, suspecting they had an old veteran joy-toter, but found the old girl complying with the dry law.

For the benefit of the curious, let us say that Jack is treating the old boat for sunburn, and he has to keep her from severe sun exposure. He is using Noonan's Lemon Cream at present. Please be patient until the treatment is complete.

Mike Burke and Kenneth McKennon spent July 12 at Lake Pearl. They split the balance of their vacation between Boston Common and the beaches.

A son was born to Mr. and Mrs. John Moylan, July 10. John was duly congratulated by his associates.

Andy Walker is spending his vacation on Moose Hill where it is high, dry and healthy.

It took Frank Phillips a week to get his hay all in.

Mike Cornin of No. 3 Machine is now the owner of a Ford touring car, having given up the radio.

John Burke took his annual rest at Swift's Beach.

Vacation time! True enough at DF with its large percentage of Old Timers. The following have had their vacation and report a pleasant time: William Landy, Holly Dyer, Ludwig Polevitch, Patrick Costello, Mike Sawkisevicz, W. J. Patterson and Eric Johnson.

Jessie Brennan is spending the last two weeks' of July at Prince Edward Island, visiting her father and mother.

DF welcomes William Des Jardins as helper on the shingle finish machine.

More vacations: Wilmer Wiggin, with his parents in New Hampshire; Robert Morse, at Old Orchard, Me.; Harold Watson, an extensive trip through the West; Ralph Wilkins, covering 1800 miles of good roads in Maine; John Curran, fishing at his old resort, Camp Ellis, Me.; Warren Kumbblad, an auto trip through the White Mountains; Jim Houlihan, Nelson Bartlett and Herb. Thompson, camping on Mt. Katahdin; John Burke, at Swift's Neck.

Ralph Watson, Ralph Farris, E. Koebe, Harry Tower, A. Colburn, A. Duncan, Wilmer Wiggin, Robert Morse, Tom and Nick Verrochi, Henry O'Brien and Tom McDonald, enjoyed a fishing trip off Brant Rock one Sunday recently. Ralph Farris caught the prize fish, seven and a half pounds haddock. Harry Tower caught seven different kinds and also got a bite which was not on the end of the line.

Dockray eased into the square one morning during the month and stopped to let out a passenger. As he started off again, or tried to, there was a terrible racket. So much of a one that Wallie Duncan, who was standing back to, automatically reached for an imaginary tin hat and gas mask at his waist. Doc tried to induce the old girl to get up on her feet and go home at 4.40, but it was no use—she had to be coaxed with a rope.

John Costello is very considerate about the flivver. He thought that shoes would be rather heavy during the warm weather, so he has the old boiler fully equipped with sneakers.

Martin Kane has been rather quiet lately, seeing the other boys all grabbing off their vacations. He was shuffling the cards trying to deal himself one, but was out of luck. However, there seem to be no flies in Martin's vicinity, for he dug up the measles from somewhere, and so had a good rest at home and in bed.

Dave Kelly is a new addition to the DMT office. Jim Kivlin is kept so busy with his office work and other things that he had to have an assistant. Watch him closely, Jim!

Albert Salbo arrived home the other night to find a new border at the house. But Albert isn't throwing out his chest trying to break the buttons off. He has ruined six vests already.

The editor has on hand a beautiful lithographed illustration of a car which is on the market. For \$50, five bucks down and the balance when they catch you, you get the following: 33 x 5 tires, solid gold hub caps, 16 cylinders, open air exhaust, isinglass windshield, robin's egg duco finish, peep horn, quarter sawed oak mud guards. See the editor or Bill Foley, DVX2. And come with the first payment.

Marion Leary of the Mill Office endured some long, cold hikes from Sharon to East Walpole last winter without complaint, but determined to find a warm clime for her vacation. During our recent hot spell Marion enjoyed the heat of New York, Pennsylvania and New Jersey.



The Bird Club fleet of trucks with their drivers

Harry Mann has taken his family to Barnstable for the month of August, and he will sojourn there from the 14th to the 28th.

Arrival of another chemist! Congratulations to Mr. and Mrs. Donald B. Kimball. The new comer's name is Morton Kimball.

E. L. Connolly had almost decided to spend his two weeks' vacation in August searching for a beach cottage, when somebody finally located one for him at Ocean Bluffs, Brant Rock.

Messrs. P. N. Hills and R. M. Wight attended a conference on Industrial Management at Massachusetts Agricultural College, Amherst, Mass., July 6th to 16th.

The conference was conducted by the Associated Industries of Massachusetts and the Massachusetts Department of Education in their attempts to promote New England business, and so far as is known was the first of its kind to be held in this country.

James O'Donnell, DMH, is the proud father of a baby girl, born July 27.

Engineering

*J. A. Sheehan
John Maitland*

*W. O. Koehler
J. R. Burhoe*

We extend our sympathy to John Flamingo of EML, who lost his young son recently.

Otis Lilly, mill messenger, has returned from his annual vacation, spent touring Norwood and surrounding towns.

Other vacations: C. W. Conrad, Lake Champlain, Saratoga Springs, Lake St. George and Montreal; Harold McNeely and F. B. Duncan to Canada; George Wallace to New Jersey; Louis DesJardins, Brunswick, Me.; Nelson Bartlett, all over Maine; J. A. Timmins, week-ending at his summer estate, Paradise Swamp, R. I.

George Murray is the proud father of a girl, born July 2. Congratulations, George! George is moving, too, from East Street to Gould Avenue.

John Pechulis and Herbert Hinson are new members EMM.

Bartley Foley is back at work after recuperating from injuries received in a fall.

Carl Osterland is the owner of a new Chrysler coach.

Joe Engley has at last been bitten by the bug—he is thinking seriously of buying a Ford.

M. A. Baragine visited our Phillipsdale plant during his vacation in Rhode Island and reports very favorably on the brand of cigars that Mr. Anderson smokes.

George Wallace thought he was buying a new lawn mower at the Medfield antique store, but when he got it home he found it was the clippers that Noah used on the Ark to shear the animals.



Jean Stuart, daughter of "Red" Stuart, of the Hamilton Maintenance Department

Happy Timmins has undertaken a new enterprise. Each week-end he digs up a mess of quahaugs. Put in your orders early.

We are sorry to say that the tennis match between Robert Hood, EMM, and Bill Tilden cannot be held because of an injury to Bob's knee while he was practicing with a certain fair opponent. We hope that this will not deter him on his trip to the Grand Canyon.

Robert Kail is on a six weeks' leave of absence to visit his native land of England.

Jimmie Clark is the recipient of a large collection of pencils, long and short and in between. Now he is hollering for a holder for the short ones.

Phillipsdale, R. I., Mill

R. H. Salisbury D. S. Lowry J. H. Nolan

So many vacations are happening around here that reporters are too busy to find much news. One of our star reporters, Johnnie Nolan, took his vacation just when the notes were due so that leaves a couple of thousand words short. We don't know just where Johnnie has gone but we imagine he is either looking for a tennis match somewhere or watching for some more "tall buildings."



The Chicago Shipping gang. Left to right, Art Julian, Tom Hennehan, Al Bohengerger, foreman, and Joe McCabe

Walter Gill spent the week before his vacation telling us about the great trip to Philadelphia he was going to take, but because of his natural desire to stay in East Providence, he didn't go.

Frank Reed didn't leave town either.

Oscar Anderson left to go to Maine and we haven't heard from him since.

Rex Salisbury says he is going to Canada to get some Canada Dry Ginger Ale.

Tom Horridge, Tom O'Holleran, Jimmie Gigerella, Hugh Treacy and Joe Avila also had time off, but we don't know how they are using it.

John Goncalves, spare man on the machine, has been going around looking like an accident going somewhere to happen. Before coming to work a few days ago, he received a bump on the nose while fooling with some other fellows and a day or so later he was burned slightly after coming in contact with some of our driers. He is pretty well bandaged up.

Two new sons have put in an appearance, one at the home of Tony Andre on June 26, and the other a day later at the home of Anthony Costra.

Frank Reed is just about ready to resign as photographer at Phillipsdale. His camera just naturally won't take pictures of some of the faces put up in front of it. Frank is losing sleep worrying about it.

Les Howard is painting his Buick black. We don't know just why this is for it doesn't conform with the standard blue color at Phillipsdale. He is trying to make it look like a Dodge, most likely.

Mr. Inman goes around during the winter time in his shirt sleeves and has been going around the last few days with his coat on. How come?

Charlie Cyranock is in the market as a good chauffeur, being able to steer his Nash sedan out of the way of traffic.

Mr. Henderson has just returned from an extensive business trip on which he visited quite a few paper mills.

Some of the boys are hoping for a revival of tennis down here. The way things look now, they will be playing again soon. The court has been rolled and is almost in playing condition.

BOX FACTORIES

East Walpole, Mass

*Malcolm Mars
Herman Lauble
John O'Donnell
A. J. Duncan*

*Curtis Boyden
W. J. Downing
Annie S. Richardson
James Dine*

John Clancy

We extend our sincere sympathy to Helen Goldberg in the loss of her father.

Maurice Dunton says he got a good car for what he paid for it \$6. Dunton and Druzas made a record run of one mile in two and a half hours. They coasted half way, and pushed it the rest. Druzas says, "Next time walk."

Jimmie Dine spent his vacation at Rising Sun, Md., at the home of Fred Gerstley, a former employee, and also "Dodged" himself and family to Washington, Baltimore, Philadelphia and New York.

Malcolm Mars brought in a canvas hammock the other day to be stitched up. It was torn from end to end. Poor hammock, it must have been working overtime.

Miss Anderson is substituting for Miss Dower at FX1. Miss Dower is vacationing in South Walpole.

Sam Hunter is on his vacation. There will probably be a Scotch picnic this week.

The girls at FXG have formed a swimming class under the direction of Alice Connelly. Daily dips are taken at New Pond.

A carrier pigeon has made his appearance at the New Box Shop. He visits around from place to place with great regularity. A special sling is now being made so that the pigeon can be used to carry sample boxes to CX.

BUILDING AND ROOFING MILLS AND OFFICES

Norwood, Mass. Mill.

H. A. Dresser
C. J. Watson

H. F. Everett
L. M. Pratt

Charles Savage

We were very sorry to see Ralph Rockwell pull out for New York, but he seems to be having a good time there, although we bet he wished he had his "weather machine" to produce local showers during the recent hot spell.

Vacations from "down in the holler": Frank Mazzorca, at Camp Devens with the 26th Division; Helma Ecklund, Woods Hole; Pat Reardon, getting in his winter's supply of hay; Malte Cucciado, New York City—rumor whispers that it was partly a business trip. At any rate Malte has been looking over available house lots and getting the prices of shingles since his return. "Don" Treventi is spending his vacation building a concrete block garage.

C. H. Seavey spent his vacation in New Hampshire; Joe Smith, making improvements on his estate at Winslow Station; Ed. Lincoln, at Falmouth Heights, enjoying the beauties—both kinds; Stoddard, at Land's End, Eastport, Me. He brought back a lot of Maine soil on the car, so he left a tire down there to balance it.

We extend our sincere sympathy to Mike Rosloff and Fred Reed, both of whom lost a son during the month.

It looks as though Gus Mauritz would be wending his way toward Walpole in a very short time. That new home on Kendall Street is fast nearing completion.

Chicago Plant and Office

W. W. Wilson

Mrs. G. Prarie

B. H. Roberts

We welcome into our Office Organization this month Mrs. Helen Ballough in the Accounting and Ann Kelly in the Sales Service departments.

Mrs. Mae Andres, our switchboard operator, and her hubby are ardent "Cub" rooters. For their vacation they traveled East with the Chicago Nationals and watched them play in several cities.

Harold Altman spent part of his vacation baiting hooks at Romeo, Illinois. Funny, but Harold hasn't mentioned fish since he returned.

The "machine crews" had several non-stop runs during the month. While their low unit cost per square on shingles was, we believe, a record for all time of any of our mills. We also had a record-breaking run of 14 lb. Asphalt Felt on our No. 1 Machine.

"Tom" Henderson, superintendent of our mill at Phillipsdale, Rhode Island, dropped in to look us over while here in the West recently. We're always glad to see Tom and ask him questions on felt, for his mill surely turns out as clean and smooth a sheet as any we've seen.

"Ben" Roberts, our superintendent, had several mighty battles with some big "muskies" up in northern Wisconsin, but a sprained wrist is all he had to show for his activities.

"Steve" Smith, superintendent at East Walpole with "Charlie" Conrad, chief engineer, paid us a short visit during the month. Like all our Eastern visitors they wanted to know when they could get a train out. Say fellows, Chicago isn't as bad as all that, not by a lake full. Sure we have robberies here, murders too, etc., just as they have in other places, but trust us to see you safely about and out of town.

Well, June was even larger than May as to the number of cars shipped, as well as the tonnage. The record of cars shipped being 20% greater than May, which in turn had been 13% greater than any previous month's record for this plant. "Al" Bohenberger and his shipping crew surely deserve a word of praise for the way in which they extended themselves.

Jack Walton, who formerly traveled Kentucky and Eastern Tennessee for us, dropped in to say "hello" recently. Jack is



Joe Voltmer, take-off man of No. 1 Machine, Chicago, with his new daughter, Theresa

now head of his own organization, the Jack Walton Roofing Company in Dallas, Texas.

Messrs. Lawrence and Highbanks of the F. H. Lawrence Roofing Company of Olewein, Iowa, drove in and spent a day with us recently.

During the Eucharistic Congress, recently held here in Chicago, Isaac Jones of the Acme Roofing Company of Cleveland, who came here for the Congress, came out and paid us a visit.

M. Thomas of our shipping crew, who has been confined to his home with a broken leg, returned to his position recently.

Marie Kelly, better known as "Kel" to all her friends, came in with a "headlight" ring as large as that on the mogul engine her Dad drives on the C. & A. She has the best wishes of all her friends.

Hamilton, Ontario, Plant

H. E. Davenport

H. Coultis

Miss L. O. Stephenson

Mr. and Mrs. R. G. Bishop have a new daughter. Mr. Bishop just recently joined our sales force and covers Eastern Ontario.

Frances Jarrett, we are very sorry to report, was operated on for appendicitis and has been in the Hospital for two or three weeks. However, her condition is good at the present time, and we wish "Fran" a very quick recovery.



Inside the Building and Roofing Laboratory



The Floor Covering Maintenance Gang

We were all pleased to see both C. P. Cowan and R. C. Crooker of the Montreal office this month and wish it were possible for them to come up this way oftener.

The Mill boys report that one day this month Harry Coutts came strolling into the Hamilton Plant with that lolling gate peculiar to Montreal inhabitants, but they are all familiar with Harry's keen sense of humor. Harry is moving to Montreal and they wish him the best success possible.

C. C. Delavergn, our superintendent, was ill for a week, but is back as fit as ever.

Dave Jennings of the Hamilton Mill is now in the General Hospital. Everyone wishes him a rapid recovery.

Grace MacDonald and Rhoda Cowan are assisting us at the Hamilton Office during vacation period.

The Hamilton Office wish to extend through the Review their sincere sympathy to Marjorie Simpson, now of the Montreal Office, in the loss of her mother.

FLOOR COVERING PLANT AND OFFICES

Norwood, Mass., Plant

L. J. Latham
William Boyden
L. R. Bernier

G. L. Staples
Carl Johnson
Stuart Nickerson

A large and old turtle was found near the No. 1 print room and after much maneuvering it was loaded on Tom Dyer's dump cart, and driven by W. "Bozo" Skinner, and with Pasquale Accerino as escort it was conveyed to the waters of the Neponset, below the dump.

Another record fell at FFF this month. Steve Riordan did get in at 6.42 a. m. one day, much to the astonishment of all concerned.



The Chicago Floor Covering picnic

One of the noontime sleeping beauties at FFF slept right through the five minutes of, and the one o'clock whistle, but with the combined efforts of many fellow workers, consciousness was finally restored. His comments were, "No whistle yet. Whassamatta?"

The Floor Covering foremen had a very enjoyable outing at Nantasket one evening during the month.

"Jim" Stowell visited the plant during the month.

Hiram Fuller of Foxboro has joined the force at FFC.

Mike Benervicz and Arthur Rogers are the two new men in the mixing room at FFC.

Guptile Fillmore is back to work again after a two weeks' wedding trip in Nova Scotia.

On the hottest day of the year, when many departments had shut down early because of the heat, the men of FFN showed their stuff by crashing through with their scheduled production of six hangers, two of which were rug borders.

They made 105 per cent of their standard production and used only 88 per cent of their standard man hours.

FFN, you certainly do deserve congratulations!

Albert Erickson enjoyed his vacation at Hampton Beach.

A certain individual at FF was given the opportunity to buy a Ford coupe of 1922 vintage for \$50.

Said he "Has it a sloping back like the 1922 models, etc.?" Nope, he is neither Scotch nor Hebrew.

Chicago Office

B. I. Hindmarsh

Lillian Moe

E. C. Battle of the inside sales department, has taken over the New Orleans territory formerly covered by A. B. Peterson, which C. D. Knapp has been handling in conjunction with his own since the first of the year. John Graf, who has recently been out on window display work, has taken over Mr. Battle's inside work.

H. L. Mehlman, Detroit representative, tells us that Mrs. Russell Scott, who is putting on a fasting act at the new Detroit Opera House, has 1211 12/4 spread under the glass cage and bed that she is in. The merchandise was purchased at Crowley-Milner Company, Detroit, Michigan.

Mehlman was also told that a party was seen using Neponset as an extension trough to carry off water from an eave trough around the house so that the water would not drip on the porch.

The Chicago Floor Covering office picnic at Palos Park, Saturday, June 19, was a huge success. Miss Curran, while playing follow the leader—Bill O'Connell—had the unfortunate experience of sliding off a log, which everyone had to walk, into the brook. Elsewhere is a picture of the happy crowd taken just before the most important part of the picnic—Lunch.

Miss Cosgrove has just returned from a two week's trip to California. She tells us it is all too wonderful to describe.

According to Miss Naughton, returning from her vacation, "Chicago is the summer resort."

T. Marshall has just been welcomed back from a two week's sojourn in Canada, where he visited, among many other points of interest, the Bird Roofing agency at Montreal.

B. I. Hindmarsh is vacationing at Gull Lake, Michigan. We are afraid Bobby Jones will have a hard time winning the next golf tournament if Mr. Hindmarsh enters into it after his two weeks of playing.

F. P. Smith is all set for the trip to the next opening in New York, which is the prize offered to the man reaching the highest percent of his quota during July.

We were very much pleased to have O. C. Turkington of the East Walpole office, with us for a few days. We feel sure that the two offices will be able to work together even better than they have done in the past because of this visit. Everyone tried to impress upon Turkington the importance and magnitude of Chicago and from what he said he has a few details to tell back at the mill.

I. L. Ayers, our Indiana representative, has been recuperating for several weeks from an operation, and expects to get back on the job shortly.

Business Briefs

What is a Successful Corporation?

A corporation is successful when it is able to market a useful commodity or service and make a profit. If it did not make money over a period of years, it would not be able to reward those who entrusted the original capital to it.

The real failure of a corporation, however, which does not make money, lies in the fact that it cannot grow. It will have no surplus with which to experiment for improvements in quality or other new ideas. It will not be able to install labor-saving devices, nor will it be able to keep pace with the constant improvements that are necessary to keep a business up-to-date.

A corporation that makes money is able to give steadier employment to wage earners than one which is losing and liable to have its mills shut down. Moreover, because it can build new mills, it can give employment to more people. It can spend more money for better working conditions and it can improve quality to insure future business. It can pay the best wages for the best services and thus increase its standards throughout.

No corporation is successful unless it satisfies its customers so that they come to rely on the goods which they buy. No one begrudges the reasonable profit which makes for success if honest value is given in a useful form.

So

Wedding Bells

SINCE the last issue of the *Review*, the following weddings of interest to Bird & Son people have taken place:

Miss Ruth Nicholson Corbin of Sumner Street, Walpole, and Guptile Claude Filmore of 23 Weld avenue, Norwood. Mr. Filmore works in FFM.

Miss Mary Evelyn Hayes of Norwood, and Joseph Donovan of East Walpole. Mr. Donovan is a fellow worker in the Main Mill maintenance department. The couple are now at home at 10 Highview street, Norwood.

Miss Bess Dunn, who has handled the Chicago Building and Roofing Files department for the last four and a half years was married in Chicago to Mr. Lawrence F. Harless of Chicago on July 14.

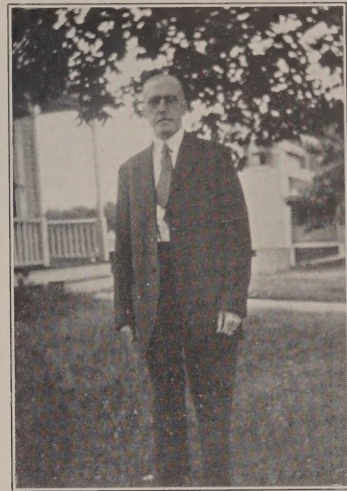
A. M. Dobbins, better known as "Ab," who travels western Michigan for us, was united in marriage in Grand Rapids to Miss Laura Schuman of Grand Rapids on July 6.

Miss Viola Rice of the Chicago Building and Roofing Accounting department was married July 3 to Edward Antkowiak of Chicago.

So

Know the value of time; snatch, seize, and enjoy every moment of it. No idleness, no procrastination; never put off till tomorrow what you can do today.

Veteran's Service List



Richard C. McCabe
who completes 41
year's service this
month

THIS time the oldest old timer of the month is Richard C. McCabe. Dick came to work for us August 14, 1885, forty-one years ago, as a night watchman, and he is still on the job, faithful and efficient as ever.

He beats out, by only three days, Jimmie Smith, night foreman in the paper mill. Jimmie came to work on the seventeenth of August. But Mr. McCabes, three-day lead gives him the honor of having his picture in the *Review*.

Each month we will run a picture and a short story on the oldest old timer for that month.

Following is the list of those who have been with us five, ten, fifteen and twenty years, together with those who complete over twenty years' service during August:

		Years
Richard McCabe	Watchman	Aug. 14, 1885 41
James E. Smith	Paper Mill	Aug. 17, 1885 41
Mary Friary	Bldg. & Rfg.	Aug. 1, 1887 39
Frank Murphy	Paper Mill	Aug. 19, 1895 31
Hattie E. Willis	Office	Aug. 17, 1896 30
John Sullivan	Maintenance	Aug. 3, 1899 27
Daniel McDavitt	Maintenance	Aug. 3, 1899 27
John Sheehan	Bldg. & Rfg.	Aug. 2, 1902 24
Martin O'Donnell	Maintenance	Aug. 10, 1902 24
Morris Gilbert	Bldg. & Rfg.	Aug. 9, 1904 22
Patrick Linane	Paper Mill	Aug. 11, 1904 22
Mary McKinnon	Box Shop	Aug. 9, 1905 21
M. J. Hawkins	Office	Aug. 6, 1906 20
Fred Duncan	Maintenance	Aug. 24, 1911 15
R. C. Floyd	Office	Aug. 20, 1911 15
Antonio Protasius	Bldg. & Rfg.	Aug. 1, 1916 10
Michael Folan	Bldg. & Rfg.	Aug. 4, 1916 10
Fred Kinsman	Box Shop	Aug. 17, 1916 10
H. W. Holmes	Power & Steam	Aug. 21, 1916 10
Edmund Murphy	Sales	Aug. 28, 1916 10
William Foley	Floor Covering	Aug. 18, 1921 5
R. M. Springer	Office	Aug. 21, 1921 5
Bill Lippolis	Maintenance	Aug. 22, 1921 5
Stanley Yezulewicz	Bldg. & Rfg.	Aug. 22, 1921 5
R. C. Kirk	Paper Mill	Aug. 23, 1921 5
W. J. O'Donnell	Bldg. & Rfg.	Aug. 26, 1921 5
Elmer Honeth	Floor Covering	Aug. 26, 1921 5
Lignus Portlevecz	Bldg. & Rfg.	Aug. 31, 1921 5

Building Boom Continues; New Homes Going Up; Improvements



Home of Albert W. Smith, GC, on Pleasant Street, East Walpole, Mass.

HOME ownership is certainly coming into its own in this vicinity. Houses are going up, land is being bought, roads are being built. Here are some of the more recent activities:

The laying of water mains on the new road at the Bird Club development has been completed.

R. M. Wight's new house on Pleasant Street, near the Bird Club is now being plastered. This is a seven room Colonial style house. Lindblom & Bendel are the contractors.

Roy M. Springer's new house on the Bird Club development will be ready October 1.

S. H. Kay is having plans drawn for a new house to be erected on the lot recently purchased on the new road below the Bird Club.

The Walpole Home Building Co., Inc. has recently purchased a tract of land on Union Street from Edward Gay, and will improve this for house lots.

George Sullivan of Norwood has moved into the house on June Street formerly occupied by H. Martin Clark.

Thirty houses on Rock Hill, Norwood, owned by the Walpole Home Building Co. have recently been painted.

A. W. Smith has moved into his new house on Pleasant Street, East Walpole.

Ralph B. Kemp is erecting a new six room house on the lot recently purchased at the corner of East and June Streets, East Walpole, Mass.

William S. Jackson has let the contract for the erection of a new house at the corner of Diamond and Hartshorn Streets, Walpole, Mass.

Herbert G. Johnson has purchased the Ambrose residence at 31 Marion Avenue, Norwood, Mass., and will occupy it September 1.

Samuel MacLeod has purchased a lot at Westview, Sumner Street, Norwood, and will start at once to erect a modern bungalow.

Malte Cucciado has purchased a lot at Westview, Sumner Street, Norwood, and will erect a four room bungalow.

George Murray has purchased the new house of Arthur Cobb on Gould Avenue, East Walpole.

Marshall Lee has moved from Norwood into the house at 143 Pleasant Street, East Walpole, Mass., formerly occupied by A. W. Smith.

The Walpole Home Building Co. Inc. will be glad to help you plan, build or finance, your house.

We have helped others, let us help you to own your own home.

ATHLETICS

A. W. Smith

Bird Team Wins Nine Straight and Climbs to Second Place

COMING from last place with five straight losses, to second place with nine straight wins is a record that our baseball team can well be proud of.

Getting away to a poor start in the Industrial League this year, the Bird & Son team finally took hold, and decisively defeated nine opponents in a row. Some of the recent scores follow: Bird 4, Plimpton 2; Bird 10, Fleming 1; Bird 7, Winslow 0; Bird 13, Fleming 0.

This team certainly deserves your support. There is a new grandstand at the Bird School grounds, making it a much more comfortable place to watch the game than heretofore. The Bird nine is going strong. Turn out to the games! Bring the family and neighbors along, and show the boys you appreciate their efforts.

Following is the standing as of July 29:

	Won	Lost	Per Cent
Berwick & Smith	10	3	.770
Bird & Son	9	6	.600
Fleming & Co.	8	7	.533
Plimpton Press	5	10	.333
Winslow & Smith	4	12	.250

36

Annual Tennis Tournament Is Under Way; Thirty-two Players

DRAWINGS for the men's singles tennis tournament have been completed, and play should be well under way by the time the *Review* goes to press. Thirty-two men have signified their intention of taking part, which should mean plenty of competition for the cup.

Tournament matches will have preference over all others on the Wallcott avenue courts, so play should go along smoothly. The committee consisting of D. A. Chase, L. E. Tarr and A. W. Smith has voted to live up to the dates set and cancel any matches not played or forfeited on the dates mentioned in the tournament rules.

Following are those entered in the tournament: G. Sheehan, M. E. Tarr; K. Chase, M. J. Tarr; D. P. Colburn, John Saulen; C. H. Andrews, A. W. Mellin; H. E. Fuller, Ed. Johnson; B. D. Rogers, H. E. Sawyer, Jr.; Richard Winn, P. R. Allen; A. W. Smith, P. H. Bailey; Arthur Damon, Leon Regan; Carl Hertel, C. Gardner; Ed. Holmes, Frank Reynolds; E. C. Coleman, John Foster; R. C. Floyd, Ronald Urquhart; C. P. Golding, Tom Wright; Ralph Wight, William Maxwell; D. A. Chase, Rogers Weed.



BIRD NEPONSET PRODUCTS



Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Hexagonal Twins Lock-Butt Individuals
Giant Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases NEPONSET Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Black Tube Paper Torch Paper
Bird Wadding Gray Index Cardboard Felt Papers for Special Purposes

BIRD & SON, inc.

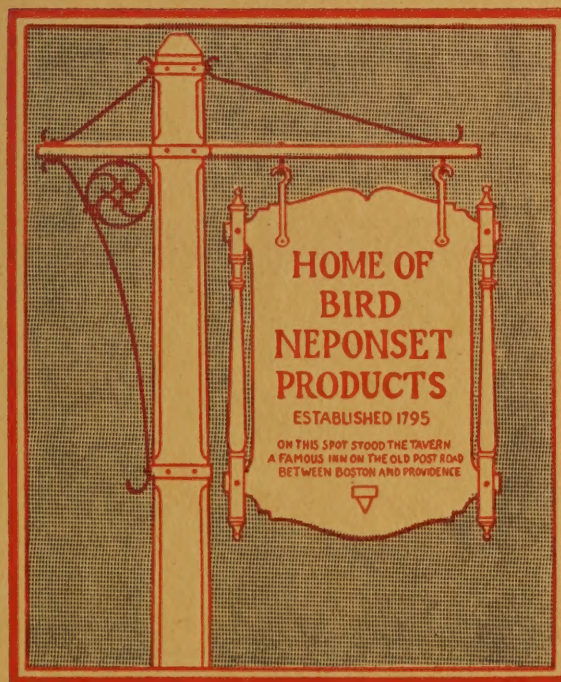
Established 1795

EAST WALPOLE, MASS.



Bird's NEPONSET *Review*

Edited and Planned by Employees of
BIRD & SON, inc.
East Walpole, Mass.



VOL. XIV NO. 9

SEPTEMBER 1926



BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Philadelphia,
Atlanta, San Francisco, Minneapolis,
Columbus

Warehouses
New York, Chicago, Philadelphia, Detroit,
St. Paul, Atlanta, Dallas, St. Louis, Indianapolis
Houston, San Francisco, Seattle, Los Angeles

Officers and Directors

President CHARLES S. BIRD

Vice-President, PHILIP R. ALLEN

Sec. and Treas., HERBERT H. MILLER

General Sales Mgr., PHILIP R. ALLEN
Asst. to Vice-Pres., RICHARD C. FLOYD

Roofing Sales Division
Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales Division
Manager, CHESTER H. ANDREWS
Special Paper Sales Division
Manager, ELMER H. BARTLETT

Western Roofing Division
Manager, FREDERICK H. HIRD
Assistant, WILLIAM W. WILSON
Superintendent Chicago Plant, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, DONALD A. CHASE

General Manufacturing Mgr., GEORGE R. WYMAN
Asst. Manufacturing Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS
Asst. Treasurer and Credits, DIMON E. MERRILL
Auditor, AXEL H. ANDERSON

BIRD AND SON SALES CORPORATION

(Floor Covering Sales)

Officers and Directors

President, PHILIP R. ALLEN

Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.

Sec. and Treas., HERBERT H. MILLER

Eastern Manager, WILLIAM B. ROGERS, JR.

Western Manager, RALPH W. WESTCOTT

Pacific Coast Manager, L. W. PROUTY

Makers of Quality Products Since 1795

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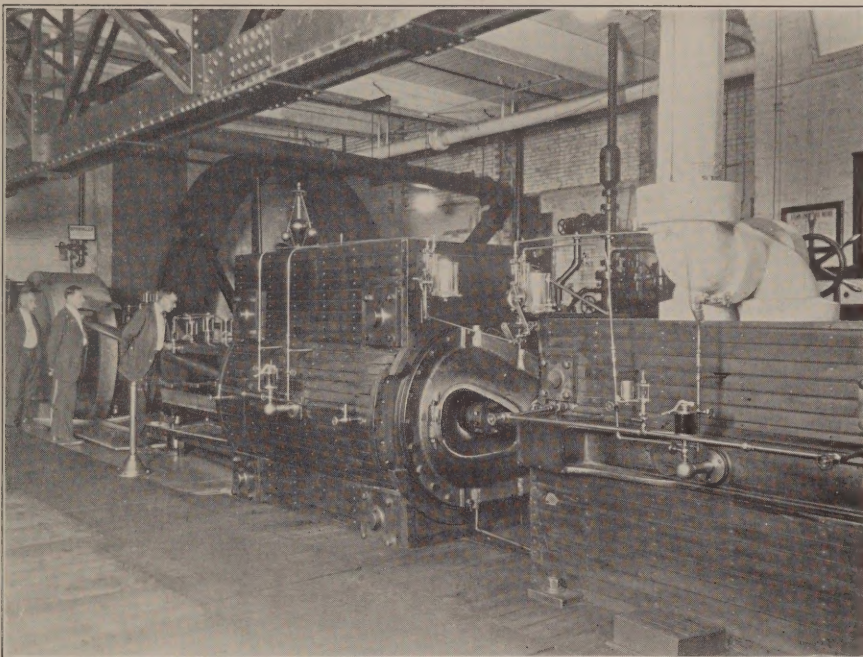
A Half Century's Progress in Power

THE "old-timers" of any organization, and of Bird & Son in particular, of course, come in for much deserved praise and honor. The man who has worked faithfully for ten, fifteen, or twenty years with a company is deserving of praise.

But what would you think of an "old-timer" that had worked for 35 years for one company, twenty-four hours a day, week in and week out, with only Sundays off? Well, that's the record of the old "A" Engine, which just a week or two ago was shut down forever.

In no better way is the march of progress in some shown than by the pictures that go with this article. At the bottom of the page, on the left, is a view taken about 1880 of the Bird & Son Mill. The building with the cupola on it is the present No. 3 Machine room. Way over to the left of the picture you will see a chimney being erected.

That chimney, if you please, is evidence of the first installation of steam power by Bird & Son.

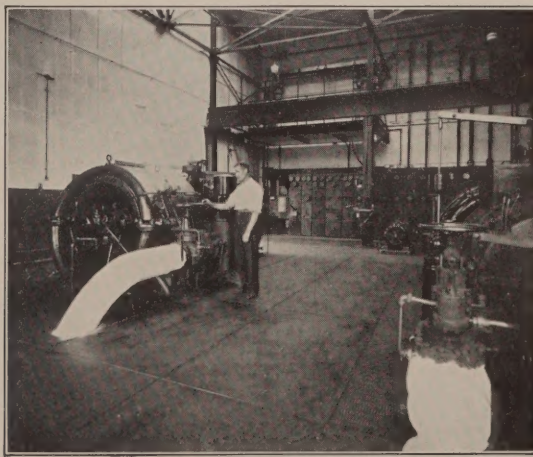


The last inspection of "A" Engine, by George R. Wyman, manufacturing manager; Charles W. Conrad, plant engineer; and Paul A. Guttormsen, chief engineer

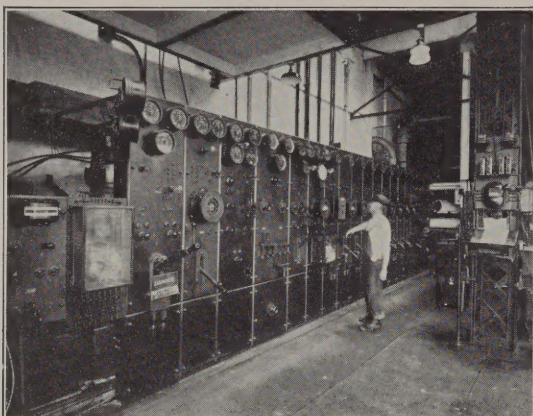
The mill as you see it in this picture depended upon the Neponset River for power. The other chimneys you see in the picture were used for fires employed in various heating processes, such as drying, making "size," etc.



View of the Bird & Son Mills about 1880



The New Turbines



This switchboard controls the distribution of power generated by the turbines

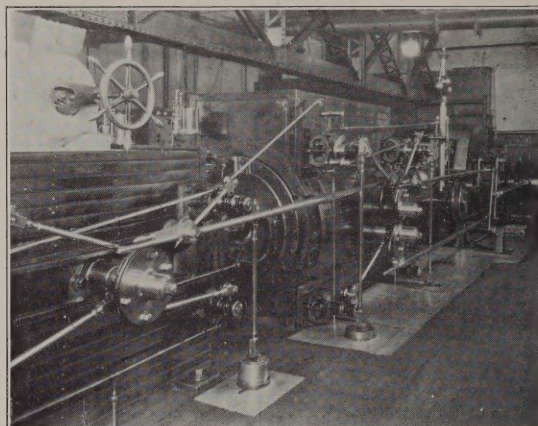
Directly opposite this view is shown the interior of the new turbine room. These two machines, driven by steam, run two electric generators. The electric power thus created is now used to drive the beaters in No. 1 Beater Room, to work the stock-pumps, for mill lighting, power in both No. 1 and No. 2 Box Shops and in the Finishing Mill, in the water system, on parts of all paper machines, in the boiler room, on the coal handling system, and it may be used for the Building and Roofing and Floor Covering mills.

The huge switchboard shown on page two, with its switches and dials and other whozits, is used to direct the flow of this power. Thus there is no waste. Each beater in the Beater room has its own motor, which can be shut down or turned on at will, the power coming over wires from the turbine room.

Contrast this with the complex system of belts and shafts required by a huge steam engine! When a steam engine is used all the machinery it drives must be located comparatively close at hand. The huge flywheel and belt run a main shaft, from which other belts, pulleys, and shafts receive their power. But with electricity! A few wires strung across several miles of space—generator at one end, motor at the other. Simple and economical.

But this change did not come all at once. The other picture on page two shows an interesting intermediate step. Of course, the first thing that will claim your attention in this photo taken about 1905 is the chimney. As you will notice, the huge stack is not yet in use. Instead there were a number of smaller metal stacks, twelve in all.

So you see how the sky-line shows development. First the little brick chimneys used for heating-fires. Then a taller single stack, for the first steam engine (with a "walking beam" that walked right through the roof one day, as many old-timers will remember). Following this, a



The throttle side of "A" engine, a bewildering array of shining metal

further installation of steam power, with more chimneys. Then, the erection of a single boiler-room using the towering pillar so familiar to most of us.

And now the turbine, still using steam, but far more compact, efficient and economical than the big engines. Water power, steam power, steam-generated electric power—what next?

Well, the editor once met a genial old nut who claimed to have invented a machine to "catch the electricity as it rolls down from the hills."

He may not be so crazy after all!



Erection of the New Chimney

Annual Suggestion Race Gets Closer, Better Year than 1925

THE Suggestion race gets closer. Every month they come rolling in in large batches. John Wosner of the Building and Roofing Mill is still out in the lead with nine accepted ideas, but hasn't clinched the First Grand Prize yet by any means. Close on his heels is J. S. Walker, EMT, who has seven to his credit. Right behind Walker comes A. J. Hill, FFN, with six accepted suggestions. Thus the three leaders give hopes to three mills.

Following are those who, with four accepted suggestions each, are still very much in the running: Joseph Campanio, DFF; Victor Grant, FFP; Louis Maida, FXO; Elton Moore, FFR; Charles Mutch, FXG; Basil Neville, FFR; Dominic Triventi, FBP.

And at that, someone with less than four may come from behind and get a prize.

Ninety-one suggestions were considered at the August meeting, as compared with thirty at the meeting in August, 1925, when only four were accepted. In these eight months we have already beaten the number of suggestions accepted in the whole year of 1925. We now have 164 accepted suggestions in 1926 out of 516 submitted, while there were only 161 in 1925 out of 552 submitted.

The following suggestions were accepted at the August meeting:

Cleaning stands for printing rolls	Joseph Campanio, DFF
Rach for fibre case samples	Jeremiah Coughlin, PL
Electric drilling of pulp for moisture samples	Jeremiah Coughlin, PL
Ventilation of compensators	Joseph Donovan, EME
Widen roll lifters FXCM1	Henry Dowdie, FXC
Duck envelope for traffic sheets	Carroll Gammell, FFV
Change form of FFV loading slips	Carroll Gammell, FFV
Oil cups for FXCM1	John J. Goonan, FXG
Emery wheel for FXC combiner	John J. Goonan, FXG
Guards on winches	Victor Grant, FFP
Change levers FFP M1	Victor Grant, FFP
Improve ventilation at Crane	John Grusaki, FXC
Slide to cover trap in pebble mill	A. J. Hill, FFN
Automatic valve for paper stock	Helge Holter, DPP
Metal guide roll at front of FBPM5	Ralph B. Kemp, FBP
Adjustment on FFN hanger incline rails	Norman McInnis, FFM
Wing nuts for Edison battery posts	Harold R. Miller, FBE
Padlock on toilet paper boxes	John Miller, FBL
Wider openings at clutch FXGM1	Charles Mutch, FXG
Oil tank overflow signal	George Staples, FFC
Change pick-ups at FB	J. S. Walker, EMT
Delivery of packages at main office	J. S. Walker, EMT
Change charging plugs on electric trucks	John H. White, FBM
Visible screens fitted to blowers at FBQ	John H. White, FBM
Strip sticker	Harold T. Wickham, FXG

CARD OF SYMPATHY

We wish to express our condolences to the L. O. & E. S. Davis Co., Middletown, Conn., for the death of Mr. Chas. E. Davis, Jr., who was drowned recently.

Bird & Son, Inc.,
Roofing Sales Department.

Shade of Barnum Stalks when Party Tracks Elusive Snipe



THURSDAY night, July 29, will linger long in Bird Club memory. Shades of Noah and Phineas T. himself herded with the outfit. Noah was prospecting for trade for the ark, but finally took his toy boat home—allowed he didn't know before what a real storm was. Barnum was all for the snipe hunt.

The Big Parade rushed out from the Club. "Lo" Tileston, PFL, Keeper of the Bags; Eddie Johnson, CF, Guide to Chinatown and way stations; Chick Weed, FFR, Master of the Torch; Clark Rogers, FFC, the Bully Bushwhacker; Frank Sullivan, CE, Paroid Sniper (adv.); and Charlie Golding, FXI, Past Grand Master Snipehunting Liar, were in the lead.

The Guide couldn't raise even a junk floating through the mists, but he did locate a field (temporarily a swamp) leading to some nifty snipe woods. The Keeper of the Bags was shagged in the woods, and might be there yet if the Guide hadn't owned a heart softer than an overripe tomato, so the Keeper of the Bags was chaperoned by lung power to the edge of the field and left there in the mud.

As the gang hadn't known where to hook a lantern, they had made torches of newspapers and kerosene, with the result that Lo, the poor Snipe Hunter, looked like the Statue of Liberty on a vacation bogged down in a marsh.

The Master of the Torch, Paroid Sniper, and Past Master stuck around to ride herd on Lo. They missed the Guide's mythical short cut, and, sad to relate, Lo arrived at the Club ahead of them.

Building Boom Continues Strong Ten New Houses in E. Walpole



Home of George Murray, EMB, off Pleasant street,
East Walpole

THE local building boom still continues strong. Many Bird & Son workers are surely sold on the value of the "own your own home" idea.

Within the last eight months ten new houses have been built or are under construction in East Walpole. Several more will be erected before January 1.

Here are some of the more recent activities:

F. A. Massey has moved into his new home on Mylod street, Norwood. This is a seven-room Dutch Colonial house.

Paul Sansone is building a five-room bungalow on Gould avenue, East Walpole.

Thomas Coyne has purchased the house at 63 Union street, corner of Walcott avenue, East Walpole.

Work will start very soon on the improvements to be made on June street, East Walpole. Granolithic sidewalks and curbs will be built, shade trees set out and the street surfaced and oiled. The Walpole Home Building Company, Inc. has a few desirable lots for sale on this street.

The Walpole Home Building Company, Inc. is developing a new road leading off Pleasant street near the entrance to the Bird Club, and in a semi-circular direction returning to Moose Hill Road. This new street will be named Woodland Road.

Stewart Keith is having plans drawn for a new house to be erected on the lot recently purchased at the Bird Club Development, Woodland Road.

The cottage house located near the residence of C. S. Bird, and occupied for many years by Martin Quinlan, has recently been moved to a new location on Washington street next to McLean's blacksmith shop.

Peter Taggart will move on September 1 from 1370 Washington street to the house recently vacated by F. A. Massey at 1285 Washington street.

Ralph B. Kemp's new house at the corner of June and East streets is progressing quite rapidly and will be ready to occupy in November.

The contract for the erection of the grandstand on the new Athletic Field, at the corner of June and East streets, has been awarded to Harry E. Hudson and he is making a good start on the construction.

CARD OF THANKS

We wish to thank the men in FB for the flowers and expressions of sympathy, sent us in our recent bereavement.
Mr. and Mrs. E. B. Kolseth and family.

New Accident Record Boards Show Each Departments Record

THE new accident-record boards have been erected in all the Bird & Son mills at East Walpole, Norwood and Phillipsdale.

Several different forms of these boards are in use at the various mills in order to determine which seems to be the best. But the central idea is the same in all. They record the number of days a department or group of departments has gone without a lost-time accident.

At the Main Mill, and at Phillipsdale, individual boards are being used. They read as follows:

"This department has gone — days without a lost-time accident."

A blank space, painted black, is provided for writing in, in chalk, the number of days the department in which the board is hung has worked without a lost-time accident.

Floor Covering has a large group board, and has arranged its departments in a column. The top of the board reads "Number of weeks worked without a lost-time accident." Beside the letters of each department will go a mark for every week that department has worked without an accident.

Phillipsdale has the same form of board as the Main Mill.

The Building and Roofing Mill has arranged its board by squares. At the top of each square appear the letters of the departments which have been grouped together for the competition. In the space below these letters will appear the number of days that group has gone without a lost-time accident.

These boards are causing a great deal of interest. They are showing each individual department, and every man in that department, just how their record stands, from day to day, or from week to week. But these boards will not reduce accidents—by themselves. Accident prevention, like charity, starts right at home, with each worker doing his level best to see that his department works every day without a lost-time injury.

Keep the figure on your board growing. Shoot it up to 50. Then to 100. And don't stop there! Keep it going up all the time!

CARDS OF THANKS

We wish through the *Review* to express our appreciation, to all at Bird & Son, especially the men of FBM, for flowers, aid and sympathy in our recent bereavement.

Mr. and Mrs. F. G. Reed and family.

I wish to thank the firm of Bird & Son, and my fellow-workers, especially those in DMH and DMC, for the many kindnesses and expressions of sympathy shown to me in the loss of my wife.

James W. O'Donnell.

Gratefully acknowledging and thanking you for your kind expressions of sympathy.

Mrs. Augusta Vietze and family.

Bird's Win 16 out of 17 in Race for Pennant



The Bird & Son Baseball Team, who are hot after the pennant. Standing, left to right: Miller Higgins, Fred Duncan, Bob Graney, Dave Bowles, Bill Murphy. Seated: Ernie Malloy, Steve Giandominico, Fred Vietze, Tap Geary, manager, Bullet White, captain, Charles Rafuse, William Fitzgerald. In front: Billy Sline, bat boy. Not in the picture, Miah Coughlin, on vacation, and Al Deviney

REMINISCENSES of George Stallings, the "Miracle Man," and the Boston Braves of some years back came to light when the first half of the Norwood-Walpole Industrial League came to an end. After having lost the first five games, the Bird & Son nine climbed to a triple tie for first place, at the close of the first half.

The directors of the league have decided that the Berwick & Smith and Fleming teams will play off their tie at the Civic grounds Wednesday, September 8. The winner will then play Bird & Son at East Walpole, Friday evening, September 10.

At the present writing, August 24, the Bird team is playing air-tight ball. Winning sixteen out of the last seventeen games is some record, but that's what the boys have done. The addition of Ernie Malloy to the pitching staff helped matters a great deal.

"Bullet" White has been managing the team, due to Manager Geary's illness. He deserves a great deal of credit for his work, and believes he has, barring accidents, a championship team.

When you read this the season will be nearing

its close. Dates and places of games are announced on the bulletin boards. Get out and root for the boys. You'll see class-A baseball. And the boys merit your support!

The Lewis Manufacturing Co. entered the League at the start of the second half, making six teams now in the race.

Tennis Tournaments are Going Strong; Results Next Month

THE rubber-covered sphere is being walloped unmercifully on the Walcott avenue courts. With the singles tournament in full swing, and the doubles getting under way, Bird & Son tennis enthusiasts are getting their fill of either watching or playing the game.

Drawings for the doubles have been completed, and one match already played. The Tarr brothers defeated R. Reynolds, and G. Sheehan, 6-3, 6-3.

Results of both tournaments will be given in the next *Review*.

Bird & Son Salesmen's Page

Oldest Church is Neponset-Roofed; the "Forty-Odd Thieves"

QUITE a little stuff on hand as we write this, early in the month. As more comes in, it will be used. First is a note from "Sandy" Staples, telling us something about Halifax:

Perhaps you might be interested to know I was successful in selling a large order of Black Neponset Twins to St. Paul's Church, in Halifax, N. S. This is the oldest and one of the finest churches in the city. It was the first Church of England in all Canada and today occupies the finest site in Halifax. Neponset Twins were sold in the face of all competition. Eighteen-pound felt used underneath. There were 156 squares used on the job. It's a great advertisement for Bird's goods in Halifax.



Oldest church in Halifax, roofed with 156 squares Blue Black Neponset Twins, over 18 pound asphalt felt

Brooker, Building and Roofing man in the Southland, says, regarding the display picture reproduced elsewhere:

"This is a photo of a miniature house our dealer, the Jackson Lumber Co., had on display at the Exposition building in Charlotte, N. C., recently, for the 'Made in Carolina's' Exposition.

This building was finished inside in a high-class workman-like manner, hardwood floor and ceiled throughout with Neponset Wallboard, which was finished with dull-color paint. It looked as well as any job I have ever seen. The house was lighted at night with very attractive fixtures. Mr. Jackson says he had quite a few compliments on the Wallboard and many inquiries about it.

And last, but not least, this display won second prize, with over a hundred displays of various kinds competing."

J. N. Dunnell has been sending in some stories, and also some pictures for the Vacation Contest. Mebbe you'll see one of his among the prize winners next month, and then again, of course, mebbe not.

C. B. Grundy is also going to send in some snapshots. Good stuff. Let's have more of 'em.

We have on hand a darn nice note from F. D. Martin, who sent in the picture reproduced elsewhere on the page. After a bouquet or two and a

promise of future help to the sales page he continues:

In looking at the picture with the magpie I am unable to tell which looks the worst, but the thought still remains. I would have shown these pictures to Mr. Bailey while he was in Chicago, but I did not wish to detract from his convention thoughts. With best wishes for abundance of new thoughts, pictures and real assistance from the boys that travel the wide open spaces."



F. D. Martin, Western Building and Roofing Salesman, who says, "You can't get away from Birds, this magpie came to my tent at 4.30 a. m. Birds are always on the job."

We have sometimes saved the poetry and sech until the end, but right now we're going to shoot in a little something sent in by Dobbins, of the Eastern Building and Roofing division:

KEEP A-GOIN'

By Frank L. Stanton of the Atlanta Constitution

If you strike a thorn or rose,
Keep a-goin'!

If it hails or if it snows,
Keep a-goin'!

'Tain't no use to sit and whine
When the fish ain't on your line,
Bait your hook and keep on tryin'—
Keep a-goin'!

If the weather kills your crop,
Keep a-goin'!

When you tumble from the top,
Keep a-goin'!

S'pose you're out of every dime,
Gettin' broke ain't any crime,
Tell the world you're feelin' prime—
Keep a-goin'!

When it looks like all is up,
Keep a-goin'!

Drain the sweetness from the cup,
Keep a-goin'!

See the wild birds on the wing,
Hear the bells that sweetly ring,
When you feel like sighin', sing—
Keep a-goin'!

Clark Drummond, who holds down the desks in the New York Floor Covering office, writes to the editor, giving advice on Bridge as She Is Played:

If both sides of a matrimonial alliance are rotten at the game, I advise against playing partners, but, instead, being opponents over the table. This aids, when troubles arise, in taking it out on someone else, preferably someone else's wife. The reason for this is that her better 'alf might reciprocate. Then your wife will think so much more of you as compared to him.

Further lessons sent by mail upon application to the editor, and the receipt by him of \$5 for the series of twenty lessons. Clark and the editor will split.

This might well be titled the "Forty-Odd Thieves" or something like that. At any rate, among those who have contributed to the sales page since it was started in February are:

W. R. McNeil, H. E. Van Hoy, Art Bushell, C. H. Hobart, C. B. Grundy, E. S. Davis, Holly Rice, Ed Gallup, "Izzie" Bailey, C. P. Conger, Fred Bagley, W. W. Wilson, N. A. McLellan, "Sandy" Staples, "Andy" Borgh, A. D. Kilham, Eddie Guise, John Walker, Alan J. Potter, L. L. Williams, Bill Farrell, J. H. Van Hoy, Canadian Correspondents, Hagenbuckle, B. W. Davis, M. B. Lechner, O. C. Turkington, S. C. Traudt, Arthur Stukey, Mrs. J. H. Van Hoy, Jim Stowell, Andy Spiers, J. N. Dunnell, M. F. Hewins, R. W. Graffam, A. H. Brooker, F. D. Martin, Clark Drummond, Jack Harvey, Roy Armstrong, H. Dobbins, C. L. Hammond, G. E. Pendergast.



"Good, better, best, never let it rest
Till your 'good' is better and your 'better' best."

Frank Gould Sends in Old Snap Taken in 1891 by P. R. Allen



Frank L. Gould and team, taken in 1891 by P. R. Allen

IN response to the request in last month's *Review* for old-time pictures, the accompanying photograph was sent in by Frank L. Gould.

The picture was taken by P. R. Allen in 1891 in front of his father's home on East street. The stone was on its way to the Chestnut street bridge, and was one of the largest stones taken there, weighing nearly ten tons. It required six horses to get it over Dalton's bridge on East street.

COMPARISON OF ASSETS AND LIABILITIES OF THE NEPONSET CREDIT UNION SINCE ORGANIZATION

Showing the increase in loans, shares, membership, etc. since 1916

	OCT. 1916	OCT. 1917	OCT. 1918	OCT. 1919	OCT. 1920	OCT. 1921	OCT. 1922	OCT. 1923	OCT. 1924	OCT. 1925	JULY 1926
ASSETS											
Loans	\$3,102	\$6,338	\$4,335	\$6,608	\$13,701	\$13,008	\$12,910	\$26,523	\$27,594	\$35,476	\$38,591
Investments	....	50	400	400	1,400	4,400	16,246	12,051	21,406	22,351	26,612
Cash	1,251	291	1,024	....	1,078	830	1,708	498	109	170	1,284
Totals	\$4,353	\$6,680	\$5,760	\$7,009	\$16,180	\$18,239	\$30,864	\$39,073	\$49,110	\$57,998	\$66,488
LIABILITIES											
Shares	\$2,103	\$2,504	\$2,164	\$2,382	\$ 5,468	\$ 8,048	\$11,843	\$14,552	\$18,177	\$20,318	\$23,873
Savings	1,976	3,645	2,897	2,686	9,408	8,328	17,038	21,237	26,800	30,615	36,151
Guaranty Fund	113	179	242	334	451	562	664	813	1,497	2,032	2,069
Notes Payable	....	....	....	1,000	....	....	....	....	....	1,500	....
Undivided Earnings	....	49	159	252	394	532	714	673	1,237	1,591	2,298
Profit and Loss	159	301	297	353	457	767	603	1,796	1,396	1,940	2,095
Totals	\$4,353	\$6,680	\$5,760	\$7,009	\$16,180	\$18,239	\$30,864	\$39,073	\$49,110	\$57,998	\$66,488
Membership	145	198	180	234	340	353	494	592	727	786	896
Rate of Dividend Paid	5%	6%	7%	7%	7%	7%	7%	7%	7%	7%	

The odd cents while not showing in this table, were used in figuring the totals

SEND VACATION PICTURES BY SEPT. 15!

Contest closes on that date. (See page 9.)

BIRD'S NEPONSET REVIEW

Vol. XIV

SEPTEMBER, 1926

No. 9

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Hamilton, Ont.; Philadelphia; San Francisco; Atlanta; Paris

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Printing Foreman, F. R. Meyer

Why "The Week"?

NEXT month, during the week of October 3 to 9, we will launch our annual No-Accident and Fire Prevention Week. During that period every effort will be bent towards the prevention of those menaces to happiness.

It is natural to ask the "why" of such an endeavor. What value is there in all the workers at East Walpole, Norwood and Phillipsdale working a week without a lost-time accident?

Merely temporary? Granted. Yet Billy Sunday used to say the same thing about baths and revivals, adding, "But it does you a heck of a lot of good."

The moment of triumph that comes to an athlete when he makes a world's record is fleeting. After the triumph comes long-lasting satisfaction and pride in accomplishment.

When a mill, or group of mills, goes for a week without a single lost-time accident, the lasting result is a sense of accomplishment also.

Deeper than that runs the knowledge that what has been done can be done again, that if carelessness is kept at bay, men trained to think safety and report unsafe conditions and practices, and cooperation brought about in preventing injuries, accidents can be reduced to a surprising minimum.

The next *Review* will have much more to say about No-Accident and Fire-Prevention Week.

Opportunity's Annual Knock

SCHOOL days! Gee, didn't we used to hate 'em? At first, that is. Then, as we grew older, whether or no we continued in school, we realized the value of an education.

Many of us had to leave early. Necessity demanded that we earn. Once out of school, we never went back. There were no opportunities for continuing, even if we wished.

Times have changed. Now, at the opening of

the school season, Old Dame Opportunity hammers at the door with resounding whacks. Children flock to primary and grammar school, boys and girls to high school, young men and young women to college.

And still the Old Girl knocks. Continuation schools, night schools, extension courses, trade schools, correspondence schools.

Money need not bar you—the cost is trifling. Time need not worry you—you may study at your own convenience if you wish.

It is written that the man who knows is the man who gets ahead.

Open the door and let the Old Dame in. She has a priceless gift for you—a chance to learn.

The Library and the Labor Bureau will be glad to help you choose your gift.



Introducing a Personality

RECENTLY, at Philadelphia, I found time for a pilgrimage to what is destined to become one of America's most significant literary shrines.

It is a little gray house situated on one of the poorer streets of Camden, New Jersey.

Here until his death, in 1892, lived Walt Whitman, America's typical representative in literature, so recognized by men of understanding the world around.

Raised on a farm, he became in turn, school-teacher, printer, reporter, carpenter, special newspaper writer, editor, army nurse 1861-65, seer, philosopher, poet, an extraordinary, outstanding world-personality.

Professor Bliss Perry of Harvard, in a book written some few years ago, concluded with the statement that after the lapse of five hundred years Walt Whitman's would be the one dominant and persisting American voice.

Intellectual folk of all nations have given him due recognition now these many years, and his fame is growing. That the common folk do not know him is the common folk's loss, for he is the poet of common folks, of commonplace things, of comradeship and democracy. He has been my most intense and satisfying and enduring literary enthusiasm for thirty years.

Space is limited here, but I quote a few bits that suggest the tang of him:

"A running blackberry would adorn the parlors of heaven."

"A hinge in my hand puts to scorn all machinery."

"He who walks a furlong without sympathy walks to his funeral dressed in his shroud."

"Whoever degrades another degrades me."

"A mouse is miracle enough to stagger sextillions of infidels."

"Vivas to those who have failed. Battles are lost in the same spirit in which they are won."

H. E. R.

Library

MANY good books have come to the Library since the last list was published in the *Review*. Among those of special merit are the following:

John Keats	Lowell
Why we behave like human beings	Dorsey
Recollections of Thomas R. Marshall	
Ten years after	Gilbs
Henry Cabot Lodge	Lawrence
Great American Issues	Hammond and Jenks
Our Times	Sullivan
Increasing Personal Efficiency	Laird

For lighter reading we have many new novels, among which are:

Shame of Motley	Sabatini
Strolling Saint	
Rhode Fair	Kelland
Skookum Chuck	White
Unchanging Quest	Gibbs
Sycamore Bend	Hunt
Runaway Bag	Terhune
Channing Comes Through	Seltzer
Triumph	Aminoff
Ancient Highway	Curwood
Power and the Glory	Parker
Red Lamp	Rinehart
Gabriel Samara	Oppenheim
Craig Kennedy on the Farm	Reeve
Honorable Jim	Orczy
Afternoon	Ertz
Bishop's Granddaughter	Grant
Three Hostages	Buchan
Blind Goddess	Train
The Root of All Evil	Fletcher
Painted Fires	McClung
At the Sign of the Goat and Compasses	Armstrong
Prodigals of Monte Carlo	Oppenheim
Dominant Blood	McClure
The Invisible Woman	Quick
John Macnab	Buchan
Dark Tower	Young

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Bird Club Annual Meeting Is at the Club House, September 10th

THE seventh annual meeting of the Bird Club, Inc., will be held Friday evening, September 10, at 8 o'clock, in the Club House, at which time the election of officers for the ensuing year will take place.

Following is a list of candidates:

Directors for three years, five to be elected: P. R. Allen, P. H. Bailey, F. H. Becker, John R. Burhoe, John J. Burke, Eli Chamberlain, John E. Curran, Harry A. Dresser, S. W. Gladding, Marshall B. Lee, William O'Donnell, Michael Shergals, G. B. Sodergren, J. J. White, R. M. Wight.

For Secretary: B. D. Rogers, A. W. Smith.

For Treasurer: D. E. Merrill, A. W. Mellin.

By the Nominating Committee: F. W. Smith, chairman; Herbert Jepson, John Goodwin, R. M. Springer, R. A. Wilkins, J. A. Sheehan,



THE ALCOTTIER

Before us now we have a bird
Who works with paints and brushes,
He leaves a trail of scrolls and scrolls
As round the mill he rushes.

He dolls up all the Magic Rugs
With colors pink and Persian
While Holland tiles and Chinese styles
He paints just for diversion.

And it is said that he's the guy
Who draws each Bird Cage victim;
Some day he'll sport a big black eye
And never know who kicked him.

Some day they'll find this peacock bird,
With Jerry, the Office Cat,
Stuffed into the Cage and buried deep
Behind the Norwood Flats.

With no apologies whatsoever to Mike and Ike or to Jerry.
Pete and Repete.

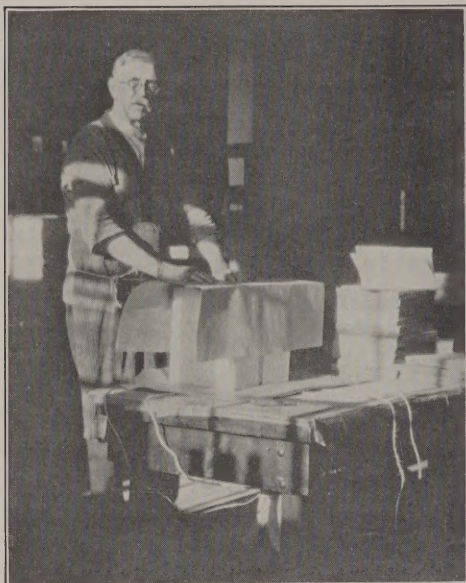
VACATION PICTURE CONTEST

\$7.50	\$10.00	\$5.00
Second Prize	First Prize	Third Prize

Give Full Identification. Send Print, Not Negative.
Mark with Your Name.

SEE PAGE 7

Veterans' Service List



An unusual photo of William P. Landy, third oldest employee of Bird & Son

THIS month's oldest old-timer is none other than William P. Landy, the third oldest fellow-worker for Bird & Son in point of service.

Mr. Landy came to the plant in September, 1878, three months after Jack Smith, and during the year following Mr. Bird's entrance. He started in the lower mill in the cutting room, then came to the upper mill, working on the "little machine," which was about 44 inches wide.

After the fire in 1880, Bill went back to the lower mill until No. 1 Machine was set up, when he came up and back-tended for a while, until he was appointed machine tender for Nos. 1 and 2. He worked as night foreman for a while, but did not like it and went back to tending the machines.

When No. 5 was installed he went there, and when the Phillipsdale machine was put in he journeyed to Rhode Island and helped get the machine started. Bill stayed at Phillipsdale about a year, returning to the Finishing Mill, where he has been for about 16 years.

Incidentally, Bill was a great horseman in the early days and had some of the fastest horses in this vicinity.

Following is a list of those whose fifth, tenth, fifteenth and twentieth anniversaries come during September, together with those who complete over 20 years' service with us this month:

			Yrs.
William P. Landy	Paper Mill	Sept. 3, 1878	48
A. C. Urquhart	Maintenance	Sept. 10, 1896	30
L. L. Thompson	Sales	Sept. 1, 1898	28
P. R. Allen	Vice-President	Sept. 15, 1898	28
Florence Holmes	Office	Sept. 25, 1898	28
Annie F. Brown	Office	Sept. 21, 1901	25

John Eppick	Bldg. and Rfg.	Sept. 5, 1903	23
Patrick Coughlin	Paper Mill	Sept. 10, 1904	22
Robert Orr	Power and Steam	Sept. 10, 1904	22
Antonio Paddock	Paper Mill	Sept. 4, 1905	21
S. C. Traudt	Sales	Sept. 15, 1905	21
Michael Burke	Paper Mill	Sept. 22, 1905	21
Gustaf Mauritz	Bldg. and Rfg.	Sept. 13, 1916	10
Hubert Smith	Bldg. and Rfg.	Sept. 25, 1916	10
Lewon Blazonis	Paper Mill	Sept. 25, 1916	10
I. C. Goding	Floor Covering	Sept. 2, 1921	5
N. C. Bartlett	Drafting Room	Sept. 6, 1921	5
Helen Costello	Office	Sept. 6, 1921	5

Accident Record

THE accident record still continues better than last year, although July showed a slump as against June of this year. July showed eight accidents as against 18 lost-timers during the same month in 1925.

EM and ER, who have not been doing so well this year as last, took a brace and went through July with a clean record.

Following is the standing of mills for July:

Dept.	No. Emp.	No. Accidents	Days Lost	Per Cent
EM-ER	150	0	0	1.000
FX1-2	303	0	0	1.000
DP	183	1	3	.973
DM, DF, DV	242	2	21	.923
FB	227	3	16	.918
FF	268	2	27	.917

August 9, 1926.

Safety Committees.

Wedding Bells

THE following marriages of interest to Bird & Son people have come to the attention of the *Review* since the last issue:

Miss Charlotte G. Bedell became the wife of Mr. O. W. Berg at Lawrence, Mass. The honeymoon was spent at Lake Sunapee, N. H., from where the news first leaked out, coming as a distinct surprise to the bride's friends at the office.

While it is not up-to-date news at this time, Miss Elsie Nelson of AT, and Mr. Walter Connolly of the Bird Machine Co., formerly of AC, were married July 17 at Sherborne. After the wedding the couple spent their honeymoon in Canada.

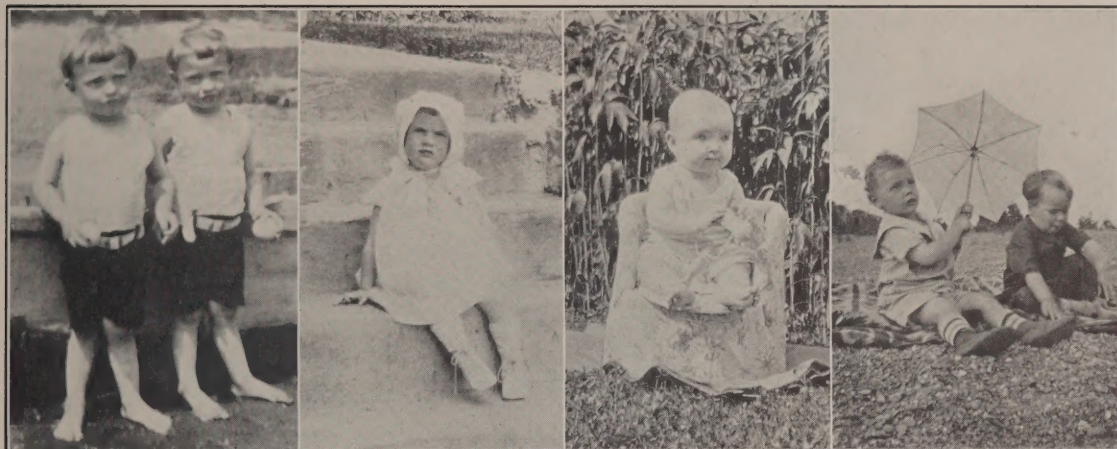
Miss Mabel Paulson of the Chicago Roofing office, Accounting department, was married during the month to Mr. Jack Anderson.

Miss Juanita Ameran, also of the Chicago Accounting, took her vacation as a fitting time to become Mrs. Harry Greenock.

ADVERTISING SERVICE

The *Review* will be glad at any time to publish want advertisements for fellow-workers. There is no charge for this service, the only requirement being that the advertisement be signed with the full name, department, and number of the sender.

Notes From Plants and Offices



Some happy Bird & Son youngsters. Left to right: Ralph and Richard Whitney, twins of Howard Whitney, AK; Betty Anne Hills, daughter of P. N. Hills, PN; Alice Joan Coleman, daughter of Ernest Coleman, AC; Douglas, son of "Sandy" Staples, Canadian sales, and Jerry Staples, son of Sandy's brother

MAIN OFFICES AND SALES East Walpole, Mass.

Beatrice Foster
F. J. Spang
A. V. Wilson
Margaret Poff

M. E. Tarr
Ethel Duncan
Margaret Dalton
Margaret Owens

Mike Hawkins, Traffic Manager, celebrated his twentieth anniversary as a Bird & Son fellow-worker on August 6. Looking at him, we know that he must have started in when merely a lad. Everybody who knows Mr. Hawkins, we are sure, will join us in a hearty cheer and good wishes for at least 20 years more.

Heard in CF—Barney: "Want to buy a good Ford for \$150, Bob?"

Bob: "I'll give you \$75."

Barney: "Aw, you don't want a Ford, you want a bicycle."

Mrs. Doris Maiers, AD, left the company August 1

C. D. Hurtt has taken over the Building and Roofing territory in Virginia, formerly handled by C. T. Blair.

N. R. Bartlett, who formerly handled a territory in New England, has taken over H. E. Van Hoy's district in Maryland, Delaware, and District of Columbia.

Barry R. Lundy has joined the Building and Roofing Sales department as Southern correspondent.

The engagement of Beatrice Lavender, CE, to Maurice Mason, formerly of Bird & Son, has been announced.

On August 17 Miss Willis, CE, completed 30 years' service with Bird & Son, and was the recipient of candy and flowers from her fellow-workers.

Lewis Hill of AC is going to tie up some more of his money in the transportation business. Lewis owned a Ford last year, but lost his charter, as the Fliv couldn't make the required number of trips. Better luck this time!

When the "Whitman Special" first started, there were two lone passengers making the long trek. But now business is picking up and there is a full house every day. There are five cars in the crowd, and by driving on schedule, each driver gets one week in five. At first it looked rather dubious for John Ahearn as regards finding room for five in a Ford roadster, but he showed up on time with a "mother-in-law" seat on the rear. Several people have asked about the rear seat when it rains. At the present writing it hasn't rained yet, but when it does they will do as the Hawaiians do. Answer: (Let it rain.)

We hope to see Frank McCarron back with us by Labor Day.

Joe Ecker of AW has been posing as a "solver of difficult problems," and "handler-of-tough-propositions." He solved and handled some good ones, but came to grief finally in an argument on young ladies' coats. Joe argued that you could buy one for \$25, and get a good coat. It didn't take the girls long to correct him with \$50 and \$75 prices. We think Joe must have been doing a Rip Van Winkle, as the 25-berries quotation was in vogue about 20 years ago.

We extend our deepest sympathy to Frank Vietz in the loss of his father.

Bertha Chessman has returned from her tour of Europe.

Messrs. Louis Tarr, Dave Fiske, and F. A. Johnson travelled 300 miles into the depths of the Maine woods for their vacation. Ask Louis to show you the picture of himself and catch, which he has labelled "Satisfaction." He will point out the fish, otherwise they might be overlooked. Dave did pretty well, considering that he whipped a stocked and posted brook. Frank hasn't got much to say, nor has he any pictures of fish to exhibit. He may tell you something about a broken rod, but you know how these fishermen are.

Congratulations to Mr. and Mrs. C. B. Smith on the birth of a daughter, Elner Greenwood, August 7.

PAPER MILLS East Walpole, Mass.

J. E. Curran
W. J. Quinn
M. B. Lee

J. J. Burke
J. H. Maguire
R. E. Koebe

Maude E. Kaler

Bill Welch has lost his ambition to be a chivalrous knight clad in a tin suit and waterproof shin guards, especially during the hot weather. Bill has taken quite a shine to the life of a jockey and has made himself the cutest little jockey cap you ever saw. It's a home-made affair, but after one glance you will understand the impression Bill wishes to create.

Ralph Farris is now the owner of a Ford coupe.

Everyone seems to develop a sudden longing for an automobile ride after one slant at that new car of John Curran's. Some wagon, John!

Dave Kelly is busy crabbing about getting a day off. He says he wants to go to Boston to get a heavy overcoat, as a person never knows when a snowstorm will hit this neck of the woods.

Steve Wilson is in training. They say he is out to beat Miss Sears' walk from Providence to Boston. Just at present his training consists in taking hikes to the neighboring band



If they hadn't found a piece of "Good Old Paroid" to act as a windbreak, Eugene Dennett, EMM, and his friend wouldn't have had any steamed clams

concerts in Norwood, Walpole and Foxboro, making both ways on foot.

Vacations: Don Kimball, week-ending at Oak Bluffs, Martha's Vineyard; Eugene Connolly, at Ocean Bluffs; "Hub" Thompson, covered near-by resorts on the second week of his off time; Tony Neartowicz, Nantasket Beach; Fred Weiss, New Hampshire; Ralph Farris, Maine; H. Gray, at York Beach, making a hit with his knickers; Pat Rogers, Belfast, Me.; Jack Fitzgerald had to postpone his for a month until he can find a tent large enough for him.

James O'Donnell is just crazy to learn to swim, but is deathly afraid of the water. He is starting in by taking light shower baths, and says he will soon be grabbing off all the blue ribbons for fancy diving at the Park swimming pool.

Tony Piedzewicz has a prize tomato plant in his garden. There are 35 tomatoes on it. Some plant, Tony!

Dan Regan finally had an opportunity to display his skill. He forked one of the billy-goats as spare driver while Gray was on vacation, and he sure showed the boys some clever broncho-peeling. Dan says he feels right at home on the jitney as he used to ride the tin steeds down at Rockingham Speedway.

There may be flies, as the saying goes, on the crew of No. 5 Machine, but there are none on Coley Connolly. There's a reason—he carries his own fly-chaser right on the front of his head.

A lot of people are wondering where Pete Folan has dropped to. Well, Pete is right up at DMT working his head off. So much so that he has been neglecting his home ties. Last Sunday he went out to feed his feathered pals and found they all had rheumatism. The result was that he had to roust them all out of the hen house, and take them for a walk up by the fire station, up Nahatan street, down Day street, and around the bindery, before he had them well limbered up.

Michael Cronin has another son, born August 3 at the Norwood Hospital.

Colman Conroy has his hair shingled bobbed. John Seastrand did the job.

James Donovan of No. 5 Machine is the proud father of a baby girl born at the Norwood Hospital, August 3.

John E. Maguire of No. 3 Machine is rejoicing over the birth of a son, August 13. Mother and son are getting along fine.

Walter Sword of No. 3 Machine is enjoying his annual vacation at Belgrade Lake, fishing.

Engineering

John Mailland
John Bache

John Burhoe
Joseph Sheehan

Tom Foley of EMM is the proud father of a baby girl. Congratulations, Tom.

Arthur Eppick is now burning up the country-side in his Chrysler coach.

Returned from vacations: Fred Duncan and Harold McNeely, from Canada; Frank Whitehead and family, from the

Cape; Francis Bannon, from Hampton Beach; "Andy" Urquhart, the Cape; Sam Kay, from parts unknown; Leroy Gardner, from Pennsylvania; Happy Timmins, the Cape.

Otis Lilly has returned to the mill messenger service after substituting in EM.

David Regan, Sr., is working for CX in Maine.

Leonard Crocker is out sick for a while. Hope to see you back soon, Leonard.

Vacations also over for: Michael Curran, Mike Smith, Carl Osterland, Bill Koehler and Dave Regan, Jr.

Alex McDonald has gone to Baltimore on a business trip. The Park swimming pool will miss a regular member.

Charlie Rafuse celebrated his twentieth anniversary on Tuesday, August 17. Oh, boys, if we had only known!

We have quite an ornamental addition to the machine shop office. Hope visitors will notice it.

Pat Hessian started his vacation August 16, and said he intended to smoke it away at the Cape.

Others on vacation: Tim Riordan, Henry Hartig.

Phillipsdale, R. I., Mill

R. H. Salsbury

D. S. Lowry

J. H. Nolan

One of our foremen, Al Jordan, has been presented a cup for his heroic work in saving a woman from the quicksands of South Attleboro. Both he and his brother-in-law went in to help her, but Al had to get both of them out.

The Maintenance department went on their annual outing Saturday, August 21, to Hoxie, where they enjoyed the usual round of games and clam bake (the real Rhode Island kind). Some of the old-timers will be limping around for a month working off the effects of a 50-yard dash.

Jimmie Girad, when on the night shift, has been coming in an hour or so early. We used to think it was to play checkers, but now the fellows say it is to make his trip around to see if all's well on the shore of the pond.

We're glad to see Michael Finizie back with us again after an illness of about six weeks.

Now for vacations:

Jack Hammerli spent his trying to hook a cod sailing out of Boston, but no luck. George Inman made day trips with his old and reliable National. Miss Niell has gone to Maine. Joe Doyle went to learn to be a soldier. Helge Holter went to Hundred-Acre Cove at Barrington. Lloyd Allen spent this going back and forth between New London and Phillipsdale bringing his brother-in-law (Rogers) to work.

Henry Phelps went to Mattapan and Harrington took a week to fix up his Star. Christie has returned from Canada and is acting natural again.



"Hub" Thompson, PL, and Nelson Bartlett, EF, in center of group, on Chimney Pond Trail to top of Mt. Katahdin,

BOX FACTORIES

East Walpole, Mass.

Malcolm Mars
Albert Hammond
George Holland
Florence Slaney

Earl Hansen
Will Evans
Charles Mutch
Mary Driscoll

We welcome Napoleon LaCasse as the latest recruit to FXG. Friday the 13th is looked upon as the "hoodoo of hoodoos," but Al Dowdie wishes it would come every week. It appears that he has been courting the Goddess of Chance lately and she succumbed to his wooing on the above date, with the result that Al now has \$100 to put in the bank.

The suggestion race between FXC and FXG is on, and both parties are racing neck and neck. Odds are even.

Herman Lauble has bought a new Chevrolet. His other car, of the vintage of 1920, has been donated to a well-known museum. Incidentally, that car is the only one which made East Walpole in last winter's biggest storm.

Most of us take a crack at old Uncle Sam once in a while, but we'll have to hand it to him for delivering a post-card to Red Curran during the month. Luigi Ciarocco, away on vacation, addressed the card to Red as follows: "Mr. Red, East Waterpool, Bid and Son, Sample Department." And Red was glad to learn from Luigi: "I am a very great time and hope the same to you." We were mighty glad to hear from you, Luigi.

During his sojourn at Franconia, Mal Mars went to the Bridal Veil Falls, almost. He said, when automobiles cannot make the grade in low they turn around and back up, and so will I. But alas! while the power was good, the traction was poor.

Vacations: Frank Welch, on Cape Cod; Jeanette Zealand; Fred Morrison, in Maine and White Mountains, in his new flivver.

We will be glad to see Frank Eisenhower back again. At present he is resting comfortably at home, following an operation for appendicitis.

Pauline Bernade has returned to work after a six months' absence. Glad to see you back, Pauline.

Nora Feeney has been sporting a new diamond.

For swimming lessons, apply to Stanley Oslizlo of FXW.

FXW is sure proud of Ernest Malloy, who is winning so many ball games for Bird & Son.

Arthur Duncan is again sporting his Willys-Knight, all freshly painted.

For rapid transit between Norwood and East Walpole see Maurice Dunton. His sole guarantee is to get you here—or there—within 24 hours.

The engagement of Irene Anderson, FXG, and Teddy Salonen of Norwood has been announced.

Leroy Fullerton started for the wilds of Maine in an automobile during the month. A description of the machine as it left Walpole follows:

Inside, Mr. and Mrs. Fullerton, three children, one cook stove, two mattresses, dishes and cooking utensils. Outside, on top, running board and fenders: two cots, one large tent, one hen coop containing six hens, and one ice box.

To which there is nothing to add except a fervent prayer that he gets there.

More vacations: O. J. Goodspeed, touring Vermont and New Hampshire; Peter Nielson, painting his new house, of which he invites inspection; Sam Hunter, on the beaches and roads of Cape Cod in his reliable Chevrolet; John Graney, touring in his Essex De-Luxe; Jimmy Wilhes, mostly in South Norwood; Josey Boulter, at home; Bartley Curran; Tom Graney.

Arthur Legge is back at FXL again, after legging it up from Florida.

Some more of the "annuals": Anna Duffy, says there is no place like Block Island; Walter Hartig, Hough's Neck; Rose Friary; Ethel Harvey, touring the country for two weeks; Mary McKinnon, says she wishes there were more than 14 days in two weeks.

FXP is all dolled up in its new coat of gray and white paint, and we are all very proud of our good appearance.

We welcome two new comers to FXG, James Duffy and Henry Smith.



The feminine contingent at FF. Left to right, Caroline Whitmeyer, Catherine Costello, Wilma Reardon

BUILDING AND ROOFING MILLS AND OFFICES

Norwood, Mass., Mill

Harry Dresser
C. J. Watson

H. F. Everett
L. M. Pratt

Granville Baker has purchased a new four-door sedan in which to enjoy his vacation, sightseeing, and incidentally to bring home some nice blueberries.

Another new tractor has been purchased for yard and transfer work at FB.

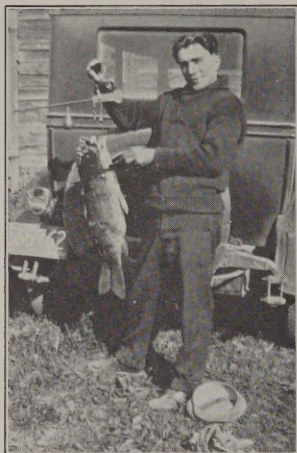
Malte Cociaco, the little man with the smile on No. 1 Machine, has purchased a piece of land on Sumner street, Norwood, and commenced the erection of a home.

Gus Mauritz has finally drawn up the last stakes in Norwood and has moved by installments into his new home on Kendall street.

Jim Loughman is now making a business of loaning his bicycle to anyone who wants to get home to supper in quick order, even if he has to walk home himself afterwards.



Jackie Geraghty, son of John Geraghty, DVX2. Jackie is 17 months old



**John Macchi, FFM, with
a husky looking catch**

We all express our sympathy to Ralph Kosleth in the loss of his father.

Bill O'Donnell has a new Ford coupe. Bill is pretty busy keeping it cleaned up and ready for any sudden desire to step out.

Lost, Strayed or Stolen, one (1) pair pants, together with contents thereof, hitherto attached. These pants have never strayed before and the ex-owner says that they have always minded their own business and stayed where they belonged. Fact is, the whole situation is somewhat complex. John Howard left them, the pants, in the fliv, while he was bathing at Fish Pond one evening, and when he came out he prepared to bedeck himself with the necessary apparel for public appearance. And lo, the pants had vanished. How John got home is another story, but he needs those "trou." So if anyone sees them ambling along unaccompanied, grab 'em and return 'em to John.

Congratulations to Ralph Kolseth, whose wife presnteed him with a 10½ pound baby boy during the month. Mother and child doing well, and Ralph as proud as a peacock.

And now for the vacations: Bill McLauchlin, touring Maine; Paul Krucas, in Canada; Harry Dresser, wilds of Cape Cod; Mike Costello, West Newton; Mary Friary, getting a sunburn at the beach; John Foley, renewing old acquaintances at Portland, Me.; Ruel Fulton, part of the time at the Gaelic Field Day, the rest unknown; Jock Gfaham, tried his luck farming in Rochester, N. H., no go. balance at Gloucester; Stanley Alukonis, painting part of his property in Norwood; Alden Boothby, Kennebunkport, Me., from which place he sent us a post card of Windy Rock, or Spouting Rock, and said it reminded him of FBM; Ray Call, on the Cape; Rob Roy, local points.



Straw hat winners at the recent sales meet-up in Chicago. Standing: Williamson, Torrey, Spiers, Prinzler, Martin, Williams, Higgins. Seated: Long, Conger, MacDonald, J. Tusheer

Chicago Mill and Office

W. W. Wilson

Mrs. G. Prairie

B. H. Roberts

The big event this past month was the Sales Meet-Up July 22, 23 and 24 at the Mill. Messrs. Bailey and Downey were on from East Walpole. C. C. James of the C. C. James Roofing Company of Grand Rapids told why he was a 100% Bird dealer. In addition he added several new ideas on Built Up Roof application of which he has had many years of experience. Joseph Binford of Crawfordsville, Indiana, of the Joseph Binford and Son Company of that town, also spoke of why he handled Bird's line.

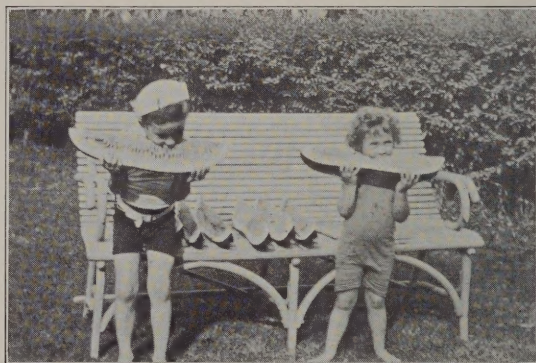
An interesting feature of the Meet-Up was a paper read by each salesman, covering various subjects of interest to roofing and its application.

Mr. Hird read letters from C. S. Bird, Sr., P. R. Allen, and D. A. Chase, as well as a wire from W. R. McNeil of our Canadian plants.

E. E. Besser of the National Union Insurance Company, who insures only roofs covered with Bird's products against hail, wind and tornado, gave a very instructive talk on the subject.

The winners of the various prizes were accorded a hearty applause in every instance.

"Ben" Cozzi, our Coating Section man on No. 2 Machine, is the proud daddy of another little girl.



Robert, Jr., and Marion, children of Bob Peterson, southern sales manager, Chicago Roofing. Boy, watch that watermelon disappear!

Sam P. Graves of East Walpole paid us a short visit during the month.

Walter Kuhe is a new member of our Accounting Department.

Bill Heine, our Northern Illinois Salesman, called up to say he was back in shape once more after several weeks' illness.

The Machine crews surely came through in fine style this past month on "Non-Stop" runs.

Number 2 crew had five consecutive days without a break, while No. 1 crew had two days straight. In addition there were several other days in which the sheet ran through without a break.

"Bob" Thurston dropped in to say "Hello" to the boys recently. He is now with the Procter and Gamble Co. at Cincinnati.

"Jim" Bartlett returned from his vacation and reported having lost 5 lbs. of fat and of having gained 12 lbs. of muscle.

C. J. Perrizo spent a few days last week at the fair at Robinson, Illinois, at the booth of our dealer, Brubaker and Son.

We all extend our sympathy to Herman Kleinow of our Shipping department in the loss of his wife.

Louie Freeman broke 100 in golf last week for the first time in his brief golfing career—99. Now he won't be satisfied until he breaks 90.

Miss Lyndon spent an enjoyable two weeks' vacation at Sister Lakes in Michigan.

Hamilton, Ont., Mill*H. E. Davenport**Miss L. O. Stephenson**H. Coultts*

Bird & Son's eighth annual picnic was held at Centre Island, Toronto, Ont., on July 31.

The boat left the Hamilton Dock at 8.15 a. m. with a happy crowd, because the weather was ideal, which is the one important feature of a successful picnic.

The sail was enjoyed by the grown-ups and lolly-pops were distributed on deck to the "kiddies", and the singsongs given by Bert Page and his gang were appreciated—at least by themselves.

Few minutes elapsed after arriving at the grounds before dinner was under way and the well packed baskets were being done justice. Immediately after dinner a group photo was taken which everyone agrees is the best one we have had.

The Sports were then run off under the direction of our Shipper, A. Ralph, and C. Delaevern as Starter. The Special Race at the end of the program was keenly contested, but this is where the Sports Committee showed their sense of humor as there could be no winner in the race.

The Boys' Team with a girl battery defeated the Girls' Team with a boys' battery by an overwhelming score. George Schnable and Al Turner did the "hurling" for the Girls' Team and Miss Huffman did the mound work for the men, holding the girls to a few scattered hits.

Immediately after the ball game the lunch baskets were again brought out and supper was enjoyed even more than dinner. After the ice cream had been served the prizes were distributed and the picnickers were ready to board ship for the sail home.

A tired but happy crowd dispersed at the Hamilton Dock.



A happy group at the Hamilton Picnic. K. Barker, H. Balch, M. Taylor, W. R. McNeil, R. Cowan, A. Turner, C. Ingledew

Mr. Howells and Mr. Williams also paid the "Old Rock" a visit, making the trip together. After that they separated, Mr. Howells strayed up through Wisconsin on a fishing expedition and Mr. Williams took to the good old Iowa mud-roads and spent several days in Davenport.

Mr. Westcott with his family enjoyed the week of August 8 at Castle Park, Paw Paw Lake, and Union Pier, Michigan.

Mr. Graf of the Sales department visited his folks at Fort Smith, Arkansas.

Mrs. Rooney came back all smiles after a delightful motor trip with her husband through Michigan, up into Canada and back by way of Wisconsin.

Miss Drum spent her vacation near Milwaukee.

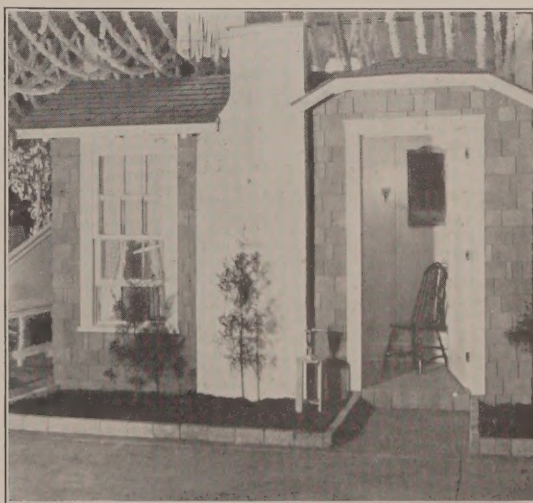
Miss Moe and Miss Mitchell left for their vacations Saturday, the 14th. Miss Moe intended spending the week at Long Lake, Wisconsin. Miss Mitchell promised to "tell us all about it" when she comes back.

We have four newcomers in the office: George Groendyke, inside salesman; Miss McWade, assisting Miss Clancy; Miss Frymark and Miss Sowka, stenographers, assisting Mr. Groendyke and Mr. Williams of the inside sales.

F. P. Smith won the trip to the next opening at New York. He came out ahead in the July Prize Contest.

The winners in the District Contest are: J. F. McEndy, Northeastern; R. A. Kent, Southern; H. R. Smith, Northwestern; W. J. O'Connell, Chicago.

The district winners all received a Hickok belt set. The following is the district rating: 1st—Chicago, W. K. Smith, Field Manager; 2nd—Northeastern, J. F. McEndy, Field Manager; 3rd—Southern, R. W. Duvall, Field Manager; 4th—Northwestern, C. E. Tyson, Field Manager.



Display House at Charlotte, N. C., Exposition

FLOOR COVERING PLANT AND OFFICES**Norwood, Mass., Plant***L. J. Latham*
*Tom Rogers**G. L. Staples*
*Carl Johnson**Frank Sutherland*

The mill has been taking due care of an export shipment to Scotland, and to other recent orders for Bermuda and Valparaiso.

Basil Neville and Edgar Bigelow have left.

Roy McGuinness is "taking the jumps" through various departments in the Sales Training course.

Andrew Stupek has bought a new house off Pleasant street, Norwood.

Frank Armukivicz and friends toured to Maynard recently. During the course of events they blew a tire, and went to a garage to get a new one. The garage man asked \$35—for a Ford shoe! Did they pay it? Nothing stirring, they slept out all night.

Mr. and Mrs. Frank Reynolds have been receiving congratulations on the birth of a son, Frank B., 2nd, on August 4. Francis Sheehan vacationed in Maine.

Ira Treen, FFV, is on vacation in Nova Scotia.

Herbert Johnson, FXW, has been transferred to FFM.

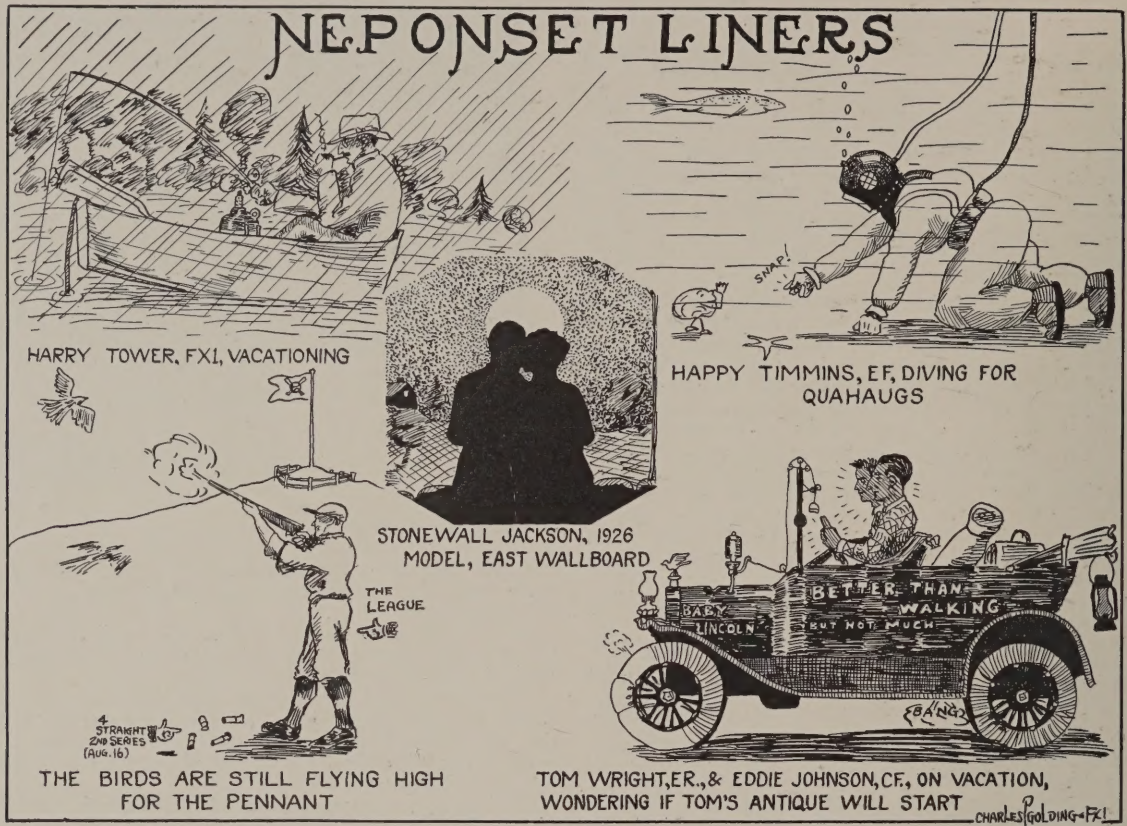
Jesse Ghen, FFQ, the dahlia king, brought in a dahlia one day that looked like a hand-painted sunflower. He is open to all honest competition.

Louis Giompietro is finishing up his new house on Concord avenue.

Everett Tripp, FFM, is on vacation in Vermont.

Chicago Office*B. I. Hindmarsh**Lillian Moe*

There is nothing like a little advertising, especially around the home town. This is proven by the fact that several members of our force visited "Starved Rock" while on their vacations and acclaimed it one of the most picturesque spots to be found, barring none. Miss Clancy and Mrs. Sweeney made the trip there, also spending a couple of days camping in Wisconsin.



Agents, Cops and Postmen Know Him; He Needs No Address

IT is the fate of famous personages that they cannot escape the public eye. Everyone knows Henry Ford and Cal Coolidge. If you wanted to you could address a letter just to Henry, Detroit, or Cal, Washington, and the missives would eventually reach their destination.

Even in our own company we have such well known celebrities. A salesman's bulletin was recently issued from the office bearing the heading, "Get acquainted and boost sales," and containing the names and addresses of all our Eastern sales force.

They were arranged by departments, and alphabetically, each man's name being followed by his address, such as "John Jones, 775 North East street, South Weston, Penn."

So far so good. But the third name on the Floor Covering list was as follows: "I. S. Bailey, New Hampshire and Vermont." Yup, any time you're up that way, just drop in and see "Izzie." If you don't find him right away, ask the station agent.

FOR SALE

Maxwell Coupe, 1924 model, run only 11,000 miles. In good condition.
M. R. Leavitt, GH,

Weird Sights, Ignored Jinxes, Broken Record—All In One Day

ON a certain day during the month of August several passers-by and fellow-workers in the Main Mill were startled to see a black cat perambulating up and down the roads and in and out the buildings. Not that a cat is in itself any very startling phenomenon, but this particular pussy was embellished with four-leaf clovers on both sides and down to the tip of its tail, and was also seen to be shod with horse-shoes.

Seven groups of three men each were seen to light cigarettes and pipes from the same match. Twenty-three persons walked under ladders during the day. Seven fellow-workers picked up as many pins.

And on the same day the mill made a high record for total tonnage of paper produced. Although no machine beat its individual high record, all machines were sufficiently above their average to make the total well over standard.

It was Friday, the 13th.

FOR SALE

Four-room bungalow: located at 6 Stone Circle, East Walpole. Garage attached, excellent view, nice grounds, one-pipe furnace. Call, write or telephone.

R. J. Stoddard, FBV.



BIRD NEPONSET PRODUCTS



Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Hexagonal Twins Lock-Butt Individuals
Giant Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases NEPONSET Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Black Tube Paper Torch Paper
Bird Wadding Gray Index Cardboard Felt Papers for Special Purposes

BIRD & SON, inc.

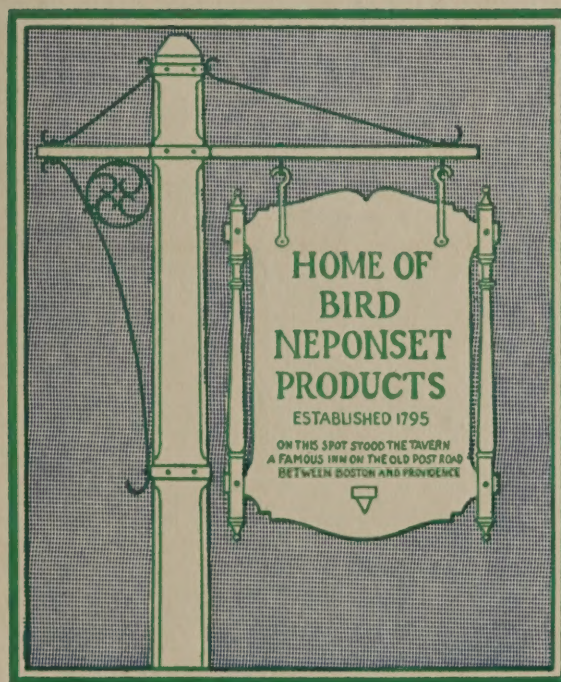
Established 1795

EAST WALPOLE, MASS.



Bird's NEPONSET *Review*

Edited and Planned by Employees of
BIRD & SON, inc.
East Walpole, Mass.



VOL. XIV NO. 10

OCTOBER 1926



BIRD & SON, inc.

Established 1795
East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Philadelphia,
Atlanta, San Francisco, Minneapolis,
Columbus

Warehouses
New York, Chicago, Philadelphia, Detroit,
St. Paul, Atlanta, Dallas, St. Louis, Indianapolis
Houston, San Francisco, Seattle, Los Angeles

Officers and Directors

President CHARLES S. BIRD

Vice-President, PHILIP R. ALLEN

Sec. and Treas., HERBERT H. MILLER

General Sales Mgr., PHILIP R. ALLEN
Asst. to Vice-Pres., RICHARD C. FLOYD

Roofing Sales Division
Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales Division
Manager, CHESTER H. ANDREWS
Special Paper Sales Division
Manager, ELMER H. BARTLETT

Western Roofing Division
Manager, FREDERICK H. HIRD
Assistant, WILLIAM W. WILSON
Superintendent Chicago Plant, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, DONALD A. CHASE

General Manufacturing Mgr., GEORGE R. WYMAN
Asst. Manufacturing Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS
Asst. Treasurer and Credits, DIMON E. MERRILL
Auditor, AXEL H. ANDERSON

BIRD AND SON SALES CORPORATION

(Floor Covering Sales)

Officers and Directors

President, PHILIP R. ALLEN

Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.

Sec. and Treas., HERBERT H. MILLER

Eastern Manager, WILLIAM B. ROGERS, JR.

Western Manager, RALPH W. WESTCOTT

Pacific Coast Manager, L. W. PROUTY

Makers of Quality Products Since 1795

BIRD'S NEPONSET REVIEW

NO-ACCIDENT AND FIRE-PREVENTION WEEK NUMBER

OCTOBER 3-9

Vol. XIV

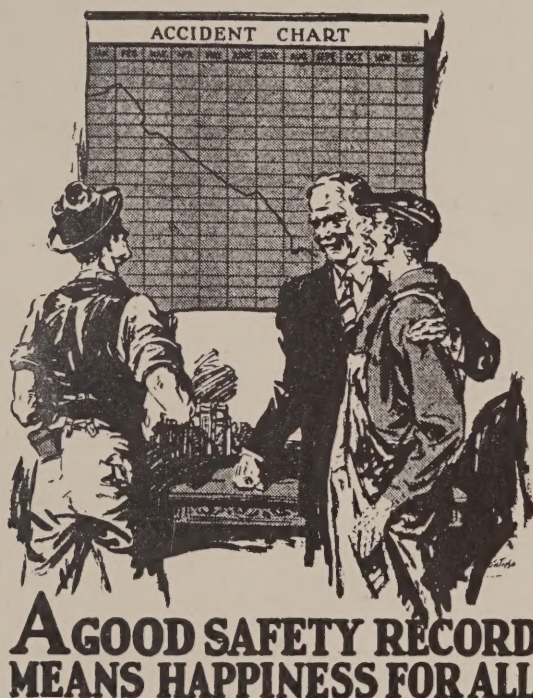
OCTOBER, 1926

No. 10

"What's All the Shooting For?"

WHAT'S all this Safety and Fire-Prevention business about, anyhow? That question, asked in a sort of "what's all the shootin' for" manner, frequently comes to the ears of those engaged in Safety and Fire-Prevention work.

But most of all, Bird & Son talks Safety to help the other fellow. The company makes every practical effort to guard machinery and to warn



Let's begin with Safety. First of all, why so much talk about Safety in the Bird & Son plants? There are quite a few answers to that.

The company talks about Safety because it does not want its men to get hurt. Bird & Son is human. It has no desire to have its workers suffering painful injuries—and loss of pay. The company is also organized to make money. An undue number of accidents cuts into profits—raises insurance rates, makes hiring and training of new men necessary, entails loss of production while machines are shut down, and brings losses when material is damaged by new men who are just learning.

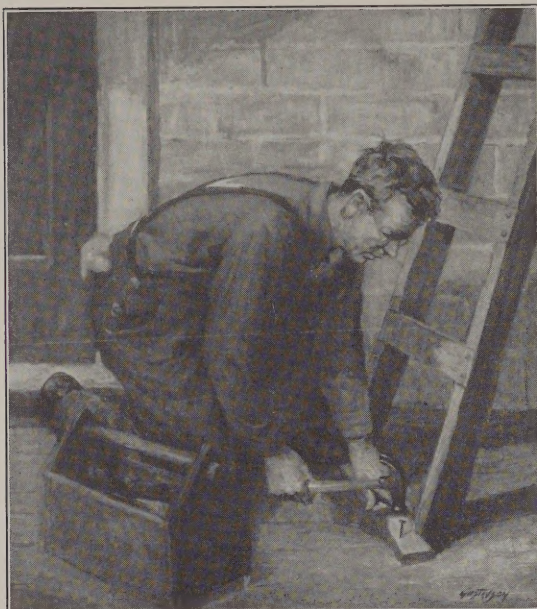
Furthermore, Bird & Son wants to be known as a safe place in which to work. Such a reputation attracts the right type of workman.

workers of danger. It pounds and preaches away constantly on the gospel of safe working. Why? It is trying to reach the man who hasn't been hurt—who is careless, thinking he can get away with unsafe practices; it is trying also to teach the man who doesn't know, who blunders into a painful injury when he does his work the wrong way; it is appealing to the experienced and careful worker, to the superintendents and foremen, to watch out for the other fellow, to follow the universal teaching: "Thou shalt be thy brother's keeper."

Or to put it in a different, but just as true, way, Safety is just plain, every-day, honest-to-goodness common sense.

And Fire-Prevention? That's a whole lot easier. Even the fellow who is a little careless at

Want a Safety Calendar?



One of the paintings from the 1927 Calendar

WHO wants a Safety Calendar?

With last year's experience as an indicator, we can hear a unanimous chorus of all our fellow-workers in the manufacturing departments answering, "I DO!"

Well, you're going to have 'em—if.

Yup, there's that consarned little word again. You can have the Safety Calendars, gentlemen in the manufacturing departments, and ladies too, if your department goes through No-Accident Week, October 3-9, without a lost-time accident.

That's all there is to it. No lost-timers in your department—a calendar for everybody.

They're good looking, too. Even better than last year's. Darn good pictures. Some of 'em you'll cut out and save after the month is over.

In short, a calendar that you'll be glad to hang in your home, and look at every day.

Also, the fellow who has one of these calendars in his home can look at it with a sense of pride, knowing that he and his fellow-workers won it by battling Old Man Accident for just one week.

(Continued from Page 1)

work, and can't see this "don't get hurt business," realizes the awful menace of fire. Fire is a never sleeping enemy. It dozes merely, and may at any moment spring to life to rob you of your job.

Bird & Son protects itself, and you, as thoroughly as possible against the ravages of fire. It asks in return only that you practice the utmost care, and obey the rules of the company against smoking, open fires, and strike-anywhere matches.

What Does the Company Do?

SOMEHOW, some of us get the idea that the fellow-workers are the only ones who do the "Safety stuff."

This is due, in all probability, to the fact that Bird & Son, as a company, is entirely sold on the Safety proposition, and, second, that they believe the workers must be "sold," too. To do this calls for talks by the foremen and Safety Inspectors, bulletins, *Review* articles and all the rest of it.

The company, for its part, spends thousands of dollars annually on guards and Safety devices, upkeep of hospitals, inspections, magazines, posters, bulletins, salary of Safety and Fire Inspector, etc., etc.

In turn, Bird & Son asks, not that you spend any money, or any great amount of effort, but merely that you do your best to work safely, to-day and every day.

Never depend on the other fellow to prevent an accident.

Wedding Bells

THE following marriages of interest to Bird & Son workers have come to the attention of the *Review* since the last issue:

Miss Elizabeth Learned Collier to Edward Burgess Holmes of CX, September 18, at Hopedale, Massachusetts.

Miss Mary McIver Scott to Harold Edwin Fuller of the Labor Bureau, September 28, at Florence, South Carolina. Mr. and Mrs. Fuller will be at home, 264 Pleasant street, East Walpole, after November 1.

Miss Marion Beebe Eichbaum to Theodore Lyman Southack, Jr., editor of the *Review*, at Boston, Mass., September 30. Mr. and Mrs. Southack will be at home, 477 Washington Street, Dedham, after December 1.

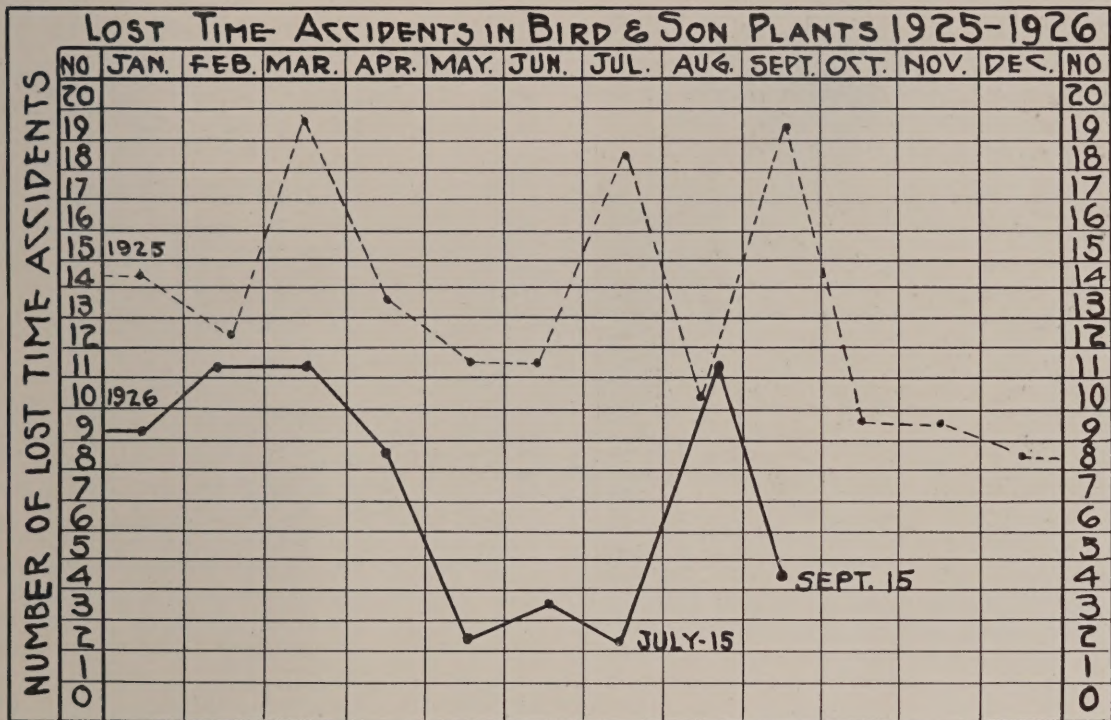
Miss Beatrice Foster, AW, and Lewis Severance of Minneapolis, Minn., were married September 1 at Grace Episcopal Church, Norwood. Mr. Severance is a radio operator in the U. S. Navy.

Miss Enid O'Dell, reception clerk, and Julian Smith were married August 29, in Norwood. Since the event, Mr. Smith has come to work for Bird & Son, which almost makes it "another Bird & Son wedding."

Miss Marie Kelly of the Chicago Roofing Sales Service department, September 6, to Jule Law of Chicago.

Waldo Long, Chicago Roofing, was married in Portland, Oregon, the middle of September. Chicago office reports: "We don't know the fortunate lady's name, but we do know that Louisiana, Southern Mississippi, and Alabama, have been big users of Bird's products during Long's sales work there."

Progress In Accident Reduction—Keep 'Em Down!



Graph showing the lost-time accidents at the Bird & Son mills for 1925, and the first eight and one-half months of 1926. Note how August, a poor month, shot the record back towards the 1925 line. **KEEP THAT LINE DOWN!**

THE progress in accident-reduction during eight and a half months of 1926, as compared with the record for the same period of 1925, continues to be highly encouraging.

During the period from January 1 to September 15 of this year, we have had a total of 69 lost-time accidents at East Walpole, Norwood, and Phillipsdale. The 1925 record for the same time shows 116 accidents.

This reduction, while encouraging, is not so good as the one scored for the first six months of this year over the first six months of last year.

But there is still time. We can get back to that hundred per cent reduction if we try. Keep accidents down! It's up to you!

The department figures for the two years make interesting reading. EM and ER, the best in 1925, slipped a little this year, although they seem to be hitting their stride again. In 1925, during our eight-and-a-half-month period, they had 5 accidents. This year they have had 9.

Phillipsdale is just even with the board, with 8 accidents chalked up for 1925, and the same number for 1926.

From DM, DF and DV comes the report of a good reduction. Nineteen twenty-five showed 25 lost-timers. The current year has but 13.

The two box shops, No. 1 and No. 2, do a little

better, dropping from 17 in 1925 to 7 in 1926.

Building and Roofing is fighting hard to gain their hundred per-cent reduction, and can still make it if they try. Twenty-eight lost-time accidents was the 1925 record of that department, from January 1 to September 15, and during this year that number has been cut to 19.

But it is at Floor Covering that the greatest battle has been fought, and the greatest victory won. Mid-September of last year found them wallowing hopelessly in the accident swamp. With four and a half months still to go they had 33 lost-timers on their record. And this year if you please, that number has been dragged down to 12—or a reduction of nearly 300 per cent!

In general, accidents involving machinery are even further on the wane. Most of the injuries are coming while the injured is handling material. Take a firm grip and watch what you are doing! Be sure you lift properly. If you do not know how, ask your foreman. Infections are creeping in again. Have every cut or break in the skin treated, no matter how small.

Don't let any amateur doctor touch your eyes. If you get something in one of them, go to the emergency hospital and have it treated.

Or, in simple A. B. C.—Always Be Careful.

Veterans' Service List

THIS month the *Review* does honor to Old-Timer John H. Maguire, who has been a fellow-worker for the company for 44 years.

John is now night foreman of the East Walpole Mill, and well known and liked by all his friends and associates. Night work seems to agree with him, or else it is the hours he spends with his



John H. Maguire, oldest Old-Timer for October, poses with one of his dogs

dahlia and his dogs in the out-o'-doors, but at any rate, if the records didn't prove it, you'd never think he'd been here over 40 years.

He's quite as spry as they make 'em, and a reg'lar scout.

Following is a list of those whose fifth, tenth, and fifteenth anniversaries come during October, together with the names of those who complete over 20 years service during the month:

John H. Maguire	Paper Mill	Oct. 12, 1882	44 yrs.
John Cullinane	Paper Mill	Oct. 16, 1889	36 yrs.
John Dower	Maintenance	Oct. 1, 1895	31 yrs.
H. L. Engley	Drafting	Oct. 9, 1901	25 yrs.
John Foley	Bldg. & Rfg.	Oct. 4, 1911	15 yrs.
Julia Dolan	Box Shop	Oct. 16, 1916	10 yrs.
Michael Damules	Bldg. & Rfg.	Oct. 16, 1916	10 yrs.
Larry Doane	Box Shop	Oct. 30, 1916	10 yrs.
Clara Burke	Box Shop	Oct. 31, 1916	10 yrs.
J. R. Maraist	Sales	Oct. 3, 1921	5 yrs.
Gunnar Gottberg	Maintenance	Oct. 4, 1921	5 yrs.
Raymond Call	Bldg. & Rfg.	Oct. 6, 1921	5 yrs.
Savina Palozzi	Box Shop	Oct. 7, 1921	5 yrs.
W. E. Hicks	Sales	Oct. 24, 1921	5 yrs.

Careless ways bring lean pay days.

Is Your Home Safe?

FUNNY thing, but that old saying about the cobbler's children being without shoes, the tailor's family without proper clothes, and all the rest, seems to come right home to roost in regard to Safety. The fellow who preaches and practices Safety in the mill forgets all about it when he gets home, or when he gets behind the wheel of his car.

Accident hazards in the home are not so apparent as in the mill, but they are there just the same. Falls, strains from improper lifting, cuts and bruises, burns and scalds are the chief types of home injuries.

The gospel of carefulness will help to prevent them. Both adults and older children should practice it. Small children must be carefully watched at all times.

Here are a few suggestions for those able to take care of themselves:

Be careful with hot liquids. Don't place kettles too near edge of stove or table. Don't try to carry pail or kettle with hot liquid in one hand, and a baby or an armful of wood in the other.

Keep stairways clear of all objects. Litter on stairs has caused many a painful fall in the home. Spend a little money and buy a small step-ladder. The table-and-chair or chair-and-box combination has injured many a husband or housewife doing picture-hanging, or something of the sort. Falls are also caused by slipping on polished floors, either bare, or covered with small, loose rugs, slipping in soapy bath-tubs, or slipping on wet or icy porches or outside steps. Particularly objectionable are small rugs at the top or bottom of stairs, since in such places persons step with considerable horizontal thrust. Danger from loose rugs can be obviated by removing them, or by fastening them to the floor.

Care in using tools, knives and the like will eliminate many small but painful injuries. Treat all small injuries at once!

These are just a few suggestions. Others will come to mind as you think over the daily work in your home. Make your home safe—and keep it safe. Learn the fundamentals of first-aid, and see that the older people in your household know them.

Now, about safe-driving. There really should be no need of saying much about it. But the careless, reckless driver is always with us, a living, breathing proof that Darwin was certainly right. Yet comparatively few drivers are intentionally reckless. The main trouble lies with us every-day drivers who occasionally forget, or are tempted to "take a chance." Don't do it.

Keep your brakes and headlights in good condition.

An analysis of accidents in New York State for 1925 shows 50 per cent happening on a straight, level road; 70 per cent on a dry road; 77 per cent during clear weather. Let those figures sink in. It's easy to be careful on a dark, rainy night, driving on a winding, slippery road. It takes a little more, yes, will power, to drive carefully when the straight, dry concrete stretches out in the sunshine.

But it pays!

Suggestions

WITH four months to go in the Suggestion Race, John Wosner of FBP is drawing ahead, with 11 accepted suggestions to his credit. Still in the race, and dangerous, is J. S. Walker of EMT with 7 accepted suggestions. And not to be forgotten are Joseph Campanio, DFF, and A. J. Hill, FFFN, with six each.

Nor is it too late for any others, for while they may not catch up with the leader, one of them might get second place, and the winner of the award for the year's best suggestion is never known until the final one has been turned in.

There were 100 more suggestions considered at the September meeting than at the corresponding meeting last year, with 31 accepted suggestions as against 3 in 1925.

Following are those accepted at the meeting:

Protect extinguisher pipe at DF	Joseph Campanio, DFF
Tags for globe roller boxes	Ralph E. Farris, DVX1
Box for resinate	Noris Gacarelli, FFY
Substitute belts for chains in FFN	Ira Goding, FFM
Move clamp on I-Beam	Victor Grant, FFP
Raise table on FXCM1	Herman Lauble, FXC
Short trucks for waste in FXR	John Lydon, FXT
Shorten adjustable rods	Louis Maida, FXO
Extend lever of pull rolls	John Mattson, FBM
Adjust dog on shingle counter	John Mattson, FBM
Twin strainer on emulsion pump suction line	Norman McInnis, FFM
Code numbers on time cards	J. H. McNeeley, EM
Brake on FBPM1 saturation roll	Harold R. Miller, FBE
Addition to table on corrugator	Robert Murphy, FXG
Board for circular cutters for dies	Henry Olsen, EMM
Wood roller front of felt wash tub	Thomas Peatfield, DMW
Silicate dissolvers sump pit	Peter Patroni, FXC
Silicate storage bin cover	Peter Petroni, FXC
Steam pipes in paint mixers	George A. Rafuse, FBP
Ductors on wax machine	E. W. Stather, FXB
Brake on baling press	E. W. Stather, FXB
Gate at back of salvage yard	W. J. Sullivan, EMT
Protection on still	Albert Surette, FBQ
Hand rail on still at FBQ	Albert Surette, FBQ
Rubber mat in precipitator room	Albert Surette, FBQ
Hoist for unloading bales	Michael Verderber, DVX1
Handling trim at slitter knives	Fred Vietze, FFR
Extend finishers' table for stenciled cases	Steven D. Wilson, FXG
Change power for spindle oil pump	John Wosner, FBP
Extend alarm on FBPM1	John Wosner, FBP

He who works the Careful way will live to work another day.

BIRD HALL "MOVIES" FOR OCTOBER

Saturday, October 2—Bebe Daniels, "The Palm Beach Girl."

Wednesday, October 6—Evelyn Brent, "The Flame of the Argentine."

Saturday, October 9—Colleen Moore, "Ella Cinders."

Wednesday, October 13—BENEFIT for Children's Table, Church Fair, Harold Lloyd, "For Heaven's Sake."

Saturday, October 16—Johnny Hines, "Rainbow Riley."

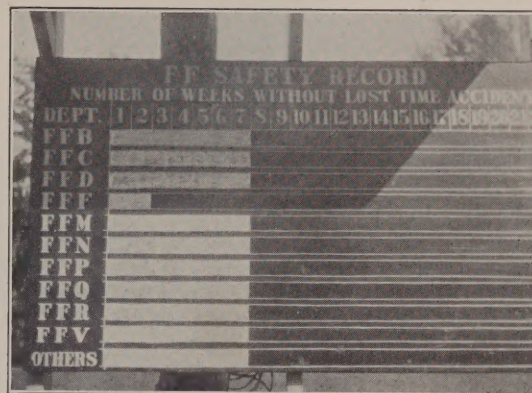
Wednesday, October 20—A UNITED ARTISTS Picture, Douglas Fairbanks, "Thief of Bagdad."

Saturday, October 23—Kenneth Harlan and Patsy Ruth Miller, "King of the Turf."

Wednesday, October 27—Anna Q. Nilsson, Huntley Gordon, Charles Murray in "Her Second Chance."

Saturday, October 30—Thomas Meighan in "The New Klondike."

New Accident Boards Create Growing Interest In Safety



The Floor Covering Accident Record Board

THE new accident-record boards are now a familiar sight around the various mills, and are creating a growing interest in Safety. The picture shows the group board being used at Floor Covering. This shows the number of weeks worked without a lost-time accident, by all departments listed. The picture was taken Sept. 22 and shows that all departments except FFF have gone seven weeks without a lost-timer, which is a mighty good record.

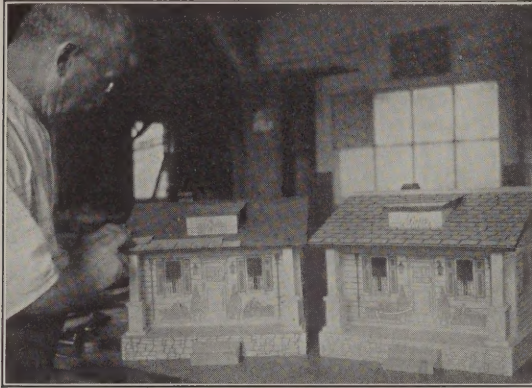
At Building and Roofing another group board is in use. Here several departments are grouped together. Following is the number of days each group has worked (to Sept. 22) without a lost-time accident—the count starting August 1: FBF, 21; FBV-X, 35; FBPM1, 43; FBB, C, E, J, Q, and PBL, 21; FBPM5, 6, 7 and 15, 21; FBM, SM, R and Y, 43; Foreman, watch, office, FBL and PBN, 43.

The Main Mill is using individual boards, hung in each department. On Sept. 22, the following were the figures on the boards, showing the number of days worked without a lost-time accident: DMC, 8; EMT, Y, 38; ERB, 0; FXF, 6; FXG, 11; FXB, 41; FXX, 40; and the following with 43 days, or perfect since August 1: SM, DMB, DMP, DMT, DMW, DF, DV, EME, EML, EMM, EMP, EMW, ERE, FXC, FXW, FXP, FXR, 0.

Phillipsdale is also using the individual boards. The various departments show the following records as of Sept. 22: DPB, 16; DPC, 43; DPG, 43; DPH, 43; DPM, 27; DPP, 43; DPR, 43; DPV, 43.

It is a little early to begin comparisons as to the best departments, but in the meantime—keep your department's number as high as possible. Don't get set back to zero. Keep it up—it's up to you!

He who works the Careless way may have the doctor's bill to pay.



Jim Hadden Roofs the Model Houses for Building and Roofing Displays



Joseph, Son of John Matcha, Chicago, Catches His Dinner from Lake Michigan

Here's What the Safety Committees Do

JUST what does the Safety Committee do? This question quite naturally arises in the minds of fellow-workers when they see the member from their department on the way to or returning from a meeting, or when the Safety Committee member is in evidence on a Safety matter.

This article will tell you, briefly, just what the committee does. With the members assembled, and the roll taken, let us follow a typical meeting. (This article is rewritten from recent meetings.)

Reading of the last Local and Central Safety Committee meetings comes first. This is in order that every one may refresh his mind on what has gone before.

Unfinished business comes next. Under this heading comes the reporting of recommendations made at the last meeting.

"Ladders for front of hangers were being ordered outside."

"Drip pan to catch oil—not yet installed."

"The drinking fountain has been installed."

Then comes the report on accidents: (From an FB report.)

"Watson reported on Marcus accident. He was feeding paper between rolls, the paper tore, and his hand went between the rolls giving him a bad squeezing, but it is not very serious. A guard has been put in front of the rolls, but the machine should not be set in motion until the paper has been put through. The chairman said that friction should be released before putting paper through. It was felt that the Safety Committee should be on watch for such conditions as these."

In many cases the man involved in a serious accident is asked to come before the committee and state his side of the case. The foreman of the department is also present and states his side. Both men may be questioned at will by the committee. In this way the real cause of many accidents may be brought to light.

Next in line come the suggestions. Each man in turn is asked for his recommendations. The following were brought out at a recent Main Mill meeting:

"Suggested: that a "blow horn" sign be put over track from SR1 to DM6 near No. 2 sorting room; that men be cautioned about throwing refuse and fruit peelings from windows; that a hand rail be put on new stairway from new Jordan room to basement, No. 1 mill; that belts back of FXR combiner be guarded."

This part of the meeting frequently brings forth some mighty valuable ideas. As the men become acquainted, and "get onto" their job, the suggestions come in thick and fast, and every one is given due consideration.

A "general" period now follows, and usually closes the meeting. Accident analysis sheets from the office are sometimes read and discussed, the chairman brings out points of interest, an outside speaker or visitor gives his views of some aspect of Safety. The meeting then adjourns.

These fellow-workers of yours who come to these meetings are thoroughly sold on Safety. If they are not when they come in, they soon become so. They are fighting the battle with and for you. Give them a hand.

Following are the members of the Local Safety Committees:

East Walpole: James Salmon, FXF; Forrest Pinkham, FX2; Ernest Koebe, DVX1; Ralph Thayer, DF; George Smith, DMH; James Hammond, DMB; Frank Massey, DMP; J. B. Maguire, PMD; J. J. Burke, DMB; S. W. Smith, Chairman.

Building & Roofing: E. L. Chamberlain, Chairman; L. M. Pratt, FB; R. J. Stoddard, FBV; Ruel Fulton, FBPM7; Carl Peterson, FBF; John Walsh, FBM; Pat Reardon, FBPM1; Jas E. Belcher, FBPM1; Ed. J. Sears, FBV; Walter Cyr, FBF.

Floor Covering: R. M. Wight, Chairman; Bernard Bailey, PFD; H. E. Rouillard, FF; Frank Rose, FFB; E. Allen Anderson, FFC; Edward Campbell, FFF; Ira Goding, FFM; Raymond Boyden, FFN; Victor Grant, FFP; Edward Crockett, FFR; John Corcoran, FFV.

Phillipsdale: T. G. Henderson, Chairman; J. Goncalves, DPC; M. S. Fedalga, DPRB; James Casey, DPM; August Lopes, DPL; Ed. Healy, DPH; Antone Dias, DPB; S. Moreiro, DPB; L. Allen, DP; R. Salisbury, DP.

Bird Club Members and Guests Fandango on School Grounds

WHAT is a fandango, anyway? Many Bird & Son fellow-workers asked this question of themselves, or others, when the posters announcing the latest Bird Club event went up around the mills and offices.

To be exact, a fandango is a kind of dance, but the word also means "an interesting and lively time," which same, as the saying goes, it proved to be, when a goodly crowd turned out at the Bird School Grounds Friday night, September 23.

The affair started off with a ball game at 5 p. m. A pick-up team of star players from Norwood and Walpole gave the Bird & Son outfit a tough battle, and won by the score of 7 to 3.

Shortly after the end of the ball game, an entertainment, mostly for the children, but enjoyed by the grownups as well, was put on.

The entertainment was followed by a band concert, which began at about 7.30 and lasted until the broadcast of the Dempsey-Tunney fight was well under way. In the meantime, Parky Rogers' orchestra had tuned up, and feet were shuffling merrily in the Bird School Hall.

In spite of the rather poor weather, everyone enjoyed themselves, from the ball game, through the entertainment, and the purchase of one of Sam Gladding's barking hot-dogs, to the concert, the broadcast, and the dance.

Definite plans for the winter season will be announced soon, but let us say for the present that many good things are being cooked up, both for the Clubhouse get-togethers and the public entertainments in Bird Hall.

The committees on the Fandango included the following, to all of whom must go due credit for a right good time:

General; C. W. Conrad, B. D. Rogers, H. E. Rouillard: Publicity; Ted Southack, Sam Gladding: Band; F. B. Duncan, Charles Bean: Grounds; B. D. Rogers, C. W. Conrad: Entertainment; H. E. Rouillard: Ball Game; Al Smith, Fred Kinsman: Tags; Arthur Wilson, Chairman, Gladys Kady, Nellie Patinsky, Martha Clem, Ethel Duncan, Howard Richardson, Edward Tarr, Fritz Mayhern, Kenneth Dresser, George Wallace.

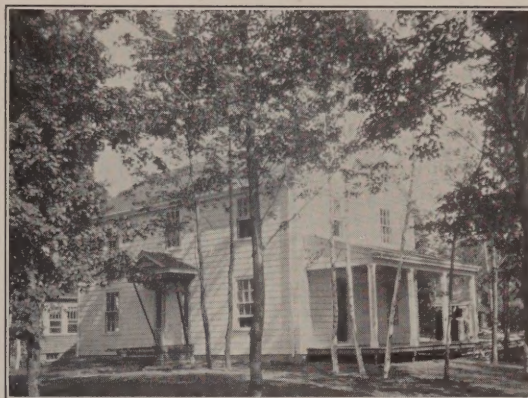
Concessions; J. J. White, Hal Fuller, Sam Gladding: Dance; George Smith, Parky Rogers: Parking; Jack Burhoe and assistants: Lights; Frank Whitehead, J. Burke.

Lemon Equal in Value to Other Citrus Fruits

THERE is not the slightest scientific evidence that lemon juice is of any value in beautifying the human form, says *Hygeia* for September. However, both the juice and the peel have been found to contain vitamins, which is a sufficient reason for the use of the fruit as a food.

LOST

A red fountain pen, in or around the Main Offices. Finder please return to Labor Bureau. Ted Southack.



Home of Ralph Wight, PF, on Pleasant Street, nearing completion

EVEN with the cold weather in the "offing" real estate activity is still going strong in East Walpole and vicinity.

Following are a few of the more recent items of interest:

Walter Cyr has moved into the house at 55 Washington Street, East Walpole, recently vacated by Norman MacInnis.

William S. Jackson is erecting a new seven-room house on Diamond Street, Walpole.

S. H. Kay has let the contract to Lindblom & Bendel for the erection of a new house on the lot recently purchased on Woodland Road, which is the new street that has been constructed by The Walpole Home Building Company, near the entrance to the Bird Club.

Paul Sansone has started to build the second bungalow on Gould Avenue, East Walpole.

Santo Damico of the Floor Covering Plant has purchased the house at 35 Savin Avenue, Norwood.

The new two-family house on Washington Street near the Norwood-Walpole line, built by Benjamin Kneznek of Norwood, has been completed.

The Walpole Home Building Company have sold to L. E. Willis of Norwood a house lot on June Street, East Walpole. Mr. Willis will start at once the building of a modern six-room house.

The Walpole Home Building Company have sold for Mrs. Eva Hannington the property at 305 Pleasant Street, East Walpole, to Arthur F. Platt of Norwood. This consists of a modern six-room bungalow and 15,000 square feet of land.

Wilfred Turenne has moved into the bungalow at 6 Rock Hill Street, Norwood. Mr. Turenne comes from Millis and is employed in Bird & Son Box Shop.

The Walpole Home Building Company have purchased of C. S. Bird the property at 101 and 109 Washington Street, East Walpole. This property consists of two dwelling houses and one and one-third acres of land.

If you want to build or buy a home in East Walpole or vicinity, call at the office of the Walpole Home Building Company, and let them help you about a lot, the plans for a new house, or the financing of your project.

Extra set of steam coils for wax tank

When the brake works—the doctor doesn't.

CARTOONIST WANTED

The cartoons in the September issue of the *Review* created much favorable comment. Unfortunately, the artist has returned to school and is no longer available. The *Review* can use the work of any fairly capable amateur. The editor will be glad to see and make arrangements with any Bird & Son worker who would like to draw for the magazine. Call during week of October 11.

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Reduce the Fire Hazards

By George R. Wyman, Mfg. Mgr.

Chief of the Fire Brigade, Bird & Son, inc.

IT has always been Bird & Son's policy to fight the fire before it happens, and the motto "Be Prepared" might truthfully be applied. Fire protection has been the subject of long discussions, careful study and constructive action by not only the management, but by employees. All plants are carefully inspected and equipment followed up by a competent engineer of experience along these lines.

From time to time outside help is obtained to assist in our drills, so that we may be sure that the members of our fire brigade have the latest information in regard to fighting fires. Sprinklers, fire extinguishers and other equipment are plentifully supplied and cared for in our various mills and departments. In addition to weekly inspections by the inspection engineer there are monthly fire drills, where our men are brought together and given experience in the use of the apparatus, all entering into the spirit of the occasion just as though there was a real fire.

Smoking has been prohibited in all our plants excepting in areas approved by the insurance companies. The rules in regard to smoking are very rigidly followed up and are strictly adhered to. An employe smoking outside of the areas referred to is subject to immediate discharge.

It is the duty of every employe to do everything in his power that is possible to cut down the fire hazards in the plant, by personal action, if in order, or by a suggestion to the proper authorities which will call attention to the hazard so that it can be eliminated.

It is perhaps more important to study along these lines than it would be to study along lines of any other committee, due to the fact that if a serious fire occurs it will cause a loss of time to the employees in that department. This is a

point that I would like to bring out very clearly once again, although it may seem like repetition to the employees of Bird & Son.

Protect your own job as well as the job of your fellow workmen by eliminating anything within your power which might cause a fire and report to the proper authorities anything that you think would be the cause of a fire. Don't be afraid to put in your suggestions. They are always welcome.

Your Job In Safety

By Frank W. Fisher

Safety Inspector, Bird & Son, inc.

FROM a standpoint of reason and common sense, why should the same rough path be trod by every man? Why can't the many learn from the experience of the few? Does each one of us have to pass through the same bitter experience to learn? No, we do not.

It is only when we will not see, when we will not listen, when we will not try to understand, that we must learn for ourselves. It is certainly to our own interest to observe all Safety rules and to work carefully and thoughtfully.

Suppose you do not like the Safety man, and just because you have an idea that his instructions, notices and bulletins on "Safety First" are just bunk, you work contrary to those instructions, and then get hurt—your stubbornness will not hurt the Safety man, it only hurts you.

Remember, every job has its hazards. It is your duty to study, to know, and to guard against these hazards.

It is the duty of every man to protect himself, and those working with him, from accidents which may result in injury or death.

Once again I want to ask all fellow-workers to do their best to go through No-Accident and Fire-Prevention Week without a single bad mark.

We can do it by keeping our eyes open and using our heads.

Let's all get together and show the world what Bird & Son is good for!

A Good Proposition

BUILDING AND ROOFING now holds the lead in the Employees' Mutual Benefit Association standing. Or at least they did on August 23, when the latest figures were given out.

If you don't belong to the Benefit, you are losing out on a mighty good proposition. If more than 90 per cent of your fellow-workers belong, isn't that pretty good proof that there's something in it?

Following is the standing of the mills as of August 23: FB, 99%; FF, 96%; DM, 95%; FX2, 94%; EM, 94%; FX1, 92%.

Bird & Son Salesmen's Page

Selling Roofing in Texas; Perkins Marooned on Desert

SPACE shyder than ever this month, so here goes, just as it comes out of the envelope marked "Sales Page." From "Rod" Rodrigue, Texas Building and Roofing:

You can tell your readers that we are going to sell some roofing in Texas regardless of the fact that the fleas and weevils are having quite a feast on our cotton. Regardless of the fact that corn didn't do so well, coming up short at a total production of about eight gallons to the acre, as against forty last year. Regardless of the fact that we have just got shed of our first woman governor; here in these wide open spaces where men are reputed to be men, and the plumbing is awful.

Of course we haven't anything to brag of down here yet, except that we've sort of put our markets back on a more or less cash basis. But, fellow, if you have any control at all on Ole Jupe Pluvius, for the love of Hezekiah, get him to give us a little rain and we might have an even break.

Rod also sent along a couple of poems that we're holding for future use. C. L. Hammond, Roofing man in Western New York, says:

Kindly accept my regrets that the vacation came and went with no pictures taken and nothing to show but a renewed '23 Hupp. Had I known about the contest earlier, my private photographer would have sent you a \$10 picture entitled "One Salesman's Vacation," the second week being superimposed on the first. (It was, too. There never was such imposition. Haven't recovered yet.) In the background (Week No. 1) I am shown getting the car out of hock after a cylinder and overhauling job, while the foreground (Week No. 2) depicts me with paint and brush trying to justify the expenditure, while friend wife looks on in disgust, wondering who invented vacations and for what.

Hammond promises some pictures sometime soon. Always glad to get 'em. Leaving Build-and Roofing for a moment, we'll swing to Floor Covering, and a story that came in just an hour ago. Here's an "experience" yarn for you:

J. T. Perkins, Bird salesman in Northern California and Nevada, was driving across the desert recently from a town in California to a town in Nevada. The distance was about 130 miles between the two towns. In this stretch there were two water holes and no human habitations.

Perkins' car broke down and two tires were punctured.

After going for 30 hours without food, someone came along and took him to civilization. His only companion on the desert was his dog, and Perkins tells us that he whiled away some of the time in watching the dog's actions when he got hungry.

We wish that Perkins could have told us his experiences in his own words, but he was too modest, so the story was relayed to us via Mrs. Kersey in the San Francisco office.

Every once in so often we hear from H. B. Lane, Floor Covering, Ohio. Here's H. B.'s latest:

Picked up over the radio the other day—The things at the office, meaning East Walpole, are very flat. The heat must have affected them. East Walpole stock sheets have taken the place of the cross-word puzzle. They come regularly every two days, but don't mean anything. After fighting for the Cincinnati warehouse for the past three years and winning the fight, I am up against it by not getting enough stock to supply the present demand, and what will we do when the real season opens up?

Trusting by now the heat has lost its effectiveness, will

someone trace the car of Neponset Pattern 464 to destination, Cincinnati Warehouse.

Buzz-z-z. My telephone. Say—what? %%%***!!—where is my 464 you promised me last week? Please answer.

There, now, H. B., everything's going to be OK. Its beginning to get cold here in East Waterpool, and the machines are whumping out your 464 and pretty soon you'll have your warehouse all filled with nice pretty Neponset.



Two Bird & Son salesmen in the South, J. H. Van Hoy and W. E. Waddell. Sent in by L. L. Thompson

To close, here are two items from Dobbins, Building and Roofing, New Hampshire:

The old established firm of Stratton & Co., millers, located in the Penacook section of Concord, are using very good judgment I consider. Just now they are reroofing a portion of their extensive plant with 100 squares Neponset Twin Shingles, furnished by our Concord dealers, A. H. Britton & Co., and being applied by Lindgren Bros. Ed Lindgren always feels content when he has some Neponset shingles to apply, and he is one who knows how to do it just about right.

Should you ever ramble up to the Granite State via that oft traveled route, the Daniel Webster Highway, don't overlook making a short detour to East Concord, for there you will find Edgarstourne Farm. This is one of the largest stock farms that I know of in the state, consisting of a residence, three or four barns and other outbuildings housing a prize herd of Ayershire stock, all the property of Governor John G. Winant.

I am thinking the Governor used good judgment in the housing of this valuable stock when he decided to use Neponset Super Twin Shingles on the roofs of all the buildings, a total of 246 squares, furnished by our Concord dealer, A. H. Britton & Co., and applied under the careful supervision of contractor Ed Lindgren. Do you know of many larger jobs where Super Twins were used?

Bird & Son Aids Florida

Bird & Son have just donated 1000 squares of roofing to be sent into the hurricane area and distributed for roofing for shelters.

Notes From Plants and Offices

MAIN OFFICES AND SALES

East Walpole, Mass.

Beatrice Foster
F. J. Spang
A. V. Wilson
Margaret Poff

M. E. Tarr
Ethel Duncan
Margaret Dalton
Margaret Owens

We would all like to know how much a Brownie 2 camera weighs. Bill Maxwell should know, since he carried one three-fourths of the way up Mount Washington before he discovered he had bought 2-A films for a 2 camera.

Tom Burke, AC, left recently for Detroit, where he intends to work.

William Maxwell has transferred from AS to AC.



The Fish Pond in Francis William Park, taken by Alvah Bridgman, FXP, wins Honorable Mention in the Contest

Enoch Hevy has started working in AS.

Frank McCarron is back in AW after a three-months' leave of absence.

Back from vacations: James Dowling, Ann Eckland and Betty Tolman.

Bob Garner is back on the job again and we understand that he came back before his time was up. He has become quite attached to either his work or the crowd.

Mary Concannon, Ellen and Hannah Flavin have returned from pleasant weeks spent at Onset, Mass., and a trip to St. Anne's Shrine at Quebec.

It isn't everyone in the employ of Bird & Son who can spend his forenoons at the Copley Plaza and get away with it (like M. S. Peabody).

Helen Curran and Betty Lamore are also back from spending a week of rest at Manchester-by-the-Sea and Hyannis.

PAPER MILLS

East Walpole, Mass.

J. E. Curran
W. J. Quinn
M. B. Lee

J. J. Burke
J. H. Maguire
R. E. Koebe

Maude E. Kaler

Returned from vacation: Joe Knaus, Jim Geary, John Spillane.

Lawrence Folsom has returned to PL after spending five weeks at his home, Greenville, Maine, near Moosehead Lake.

Gus Nardin's car has taken a dive into the fountain of youth, and such a change in her appearance! The old girl possesses a nature somewhat like the owner's and has to be on the go. One quiet day lately she decided to cut a few capers, so broke loose from the brakes gave the fender of a nearby machine an uppercut and tried to go through the wall of a fire station to get a crack at the apparatus.

Donald Kimball attended the meeting of the Technical Association of the Pulp and Paper Industry at York, Pa., September 14-17.

"Scotty" Dowdie spent Labor Day in New York City. It

was his first visit there and he admits it is a nice little village.

Warren Kumlbad has gone back to Northeastern University for his first period as a senior, and will be back with us again October 18, when he alternates with Lawrence Folsom.

Frank Dockray sure likes watermelon but, like many of us, had trouble keeping it out of his ears. Recently someone saw him in a restaurant with a big order of the fruit before him. He donned a pair of earlaps and went to it. Good suggestion, Doc, that's worth \$5.

John Slattery plans to enter M. I. T. in 1927, and took examinations during the week of September 13.

James Houlihan, DMT, is the proud father of a Chevrolet coupe, born the evening of September 15. Congratulations.

Frank Phillips of DMB professes to be quite a swimmer, but he almost got lost in the Park pool one Sunday, and didn't come up until Monday noon.

No, Coleman Howe is not going to enter the circus. The haircut he exhibits is the work of Baranowski. Still, it's not such a bad job.

Engineering

John Maitland
John Bache

John Burhoe
Joseph Sheehan

Herb Schaier spent his "annual" touring New England.

Florence Stevens has returned from a vacation on Cape Cod.

John Flamingo, popular sweeper of EML, has transferred to EMY.

John Comelio, EML, has returned to his studies at Northeastern University.

Louis Des Jardins has taken up new quarters at the Bird Club.

George "Casey" Robertson is back with us after being off for a while with a lame back.

Axel Swanson, EMW, has returned from his vacation.

Otis Lilly, well known mill messenger, is now knockin' 'em dead with a new Ford touring car.

Returned to EMM from vacations: Tim Riordan, spent one week in bed and the following week recuperating Pat Hessian, Dave Regan, Jr., Roy Gardener and Henry Hartig.

A. McDonald has returned from his business trip to Baltimore.

Tom Foley is back on the job, and won't hardly speak to anybody. He spent his two weeks at home getting acquainted with his new girl—who arrived just recently, and weighs eight pounds.

J. B. King spent his vacation in Maine.

Bartley O'Donnell, EMY, deserves great credit for growing such a good Scotch thistle from tomato seeds.

Belated but none-the-less sincere congratulations to Mr. and Mrs. Roy Carlson on the arrival of a baby boy, Roy Junior, at the Norwood Hospital, August 29.

Fred Rognes has returned from a vacation spent touring the Mohawk Trail and vicinity.

We are sorry to lose Herbert Holmes, who has resigned to accept a position with the Plymouth pumping station.

Congratulations to Mr. and Mrs. Jerry Collins on the birth of a girl recently.

Phillipsdale, R. I., Mill

R. H. Salsbury

D. S. Lowry

J. H. Nolan

Rather late but eventually, we announce the birth of Antonio Nunes, Jr., on July 27, and of Stanley Peitrozka, on August 1. The fathers of both of these boys are in our cutter room.

The percentage in the Benefit Association was brought up somewhat this month by the addition of about ten new members, most of whom came from the cutter room and from the yard.

Leslie Howard is putting the second-hand cars in the employees' garage to shame with his new Buick coach. Some of the fellows are afraid he doesn't take very good care of it, for he shines it up only about two or three times a day.

John Mendes, from the beater room, has left for an extended trip to his home in Portugal. Let's hope they don't get him in some of those revolutions over there.

We have been entertained somewhat in the last two weeks by watching three or four human flies run up and down the side of our chimney. No one was hurt, so all is quiet again.

Henry Phelps and Charlie Cyranok have both settled down after their vacations and neither one has reported an automobile accident for almost a month.

Mr. Henderson has left for a two weeks' vacation in New Hampshire.

"Tixie" Billings spent his vacation learning how to run a Ford coupe and is getting quite reckless.

Chief Hawley spent his vacation on the Cape and reports that the mosquitoes aren't near as large as he has been told.

Martians is having his first service vacation and Inspector Black also took a week during the last month.

We all wish to extend to George Madden our sympathy in the recent loss of his daughter.

Labor Day, not being the best kind of day for joy-riding, etc., our mechanic came in and hooked up five new driers on our machine. This makes a total of 84 driers now, and as soon as our men get used to them, old time records may be expected to look rather small.

Our tennis court is now in fine shape and we consider it only a matter of time before we will be sending some players down to Walpole to give a few lessons.

Walter Karpoweck has been coming around in a Jewett sedan. I guess these fellows with Fords will have to park them out on the road before they come in so they won't be seen.

The following is a card that was received by employees of DPM and DPSM:

Mr. and Mrs. George Madden and family acknowledge with deep gratitude your kind expressions of sympathy in our recent bereavement.

BOX FACTORIES East Walpole, Mass.

Malcolm Mars
Albert Hammond
George Holland
Florence Slaney

Earl Hansen
Will Evans
Charles Mutch
Mary Driscoll

Larry Doane is now sporting a new 1927 Ford sedan.

Reggie Schellin spent her vacation at Brant Rock.

Mrs. Rafuse has been taking her season's week-ends at East Wareham.

Olive Burke has returned from a two weeks' vacation spent at home.

Kathryn Brady is at home recuperating from a minor operation. Hope to see you again soon, Kathryn.

FXR welcomes the following new employees: Mrs. Trofenow, Abbie Naughton, Teresa Campagna, Mrs. Clark, Mary Rooki, Aubrey McLellan, Chester Porter, Lester Copeland, Fred Shepard, Antonio Sansone, Alfred Deviney, John Ford, Frank Davidauskis.

Al Daudie, FXC, spent a few days recently at New York and reports an A1 time.

Anyone wanting to buy a timepiece cheap, apply to Jim Maguire, FXG. Jim won two clocks and a smoking stand at a recent carnival.

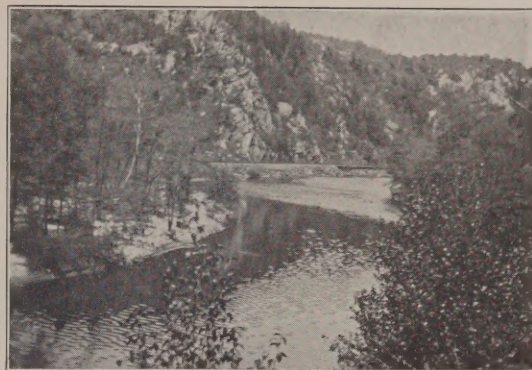
Norman Kincaide, FXG, has left us to resume his studies at the University of New Hampshire, and John O'Brien soon goes back to B. U. to finish his studies there.

Ben Cousins has decided that with the chances good for an early winter, Norwood looked too far away, so he moved to East Walpole and now resides on Coney street.

Robert Murphy spent his vacation in Washington with a few days at Atlantic City on the return trip.

Here's how the gang in the Combiner room spent Labor Day: Charlie Mutch, Portland, Me., Herman Lauble, White Mountains, Jim Maguire, Cohasset; Al Daudie, Lake Winnepesaukee; N. Lacasse, Laconia; and last, but not least John Goonan, who went to bed.

George Holland brought in a new oil-well recently.



J. N. Dunnell, salesman, gets an Honorable Mention in the Contest for this one taken in Naugatuck Valley

Fred Duncan has left us to resume his studies at Springfield College.

Ernest Molloy, one of the "starriest" star pitchers that Bird & Son has had in a long time, has left to return to Harvard. Ernie is now a sophomore there.

For full information regarding the fistic profession, apply to the committee consisting of Bill Downey, Bill Quinn and Jim Salmon, meeting every morning at 6.45 and every noon at 12.30.

Henry Cecchi has left us to become a train guard on the Boston "El."

If you see Pat McDonald riding through fields, heading for Norwood, don't be surprised as he is laying out new roads for the State Highway Commission.

Returned from vacations: Bob Duncan, FXN, in Raymond, Me.; Mrs. Ross, at her home in Nova Scotia, and, of course, Harry Tower.

Mrs. Ewing and Sophie Boulter sure gave us a surprise when they came in with their hair bobbed one day recently.

BUILDING AND ROOFING MILLS AND OFFICES

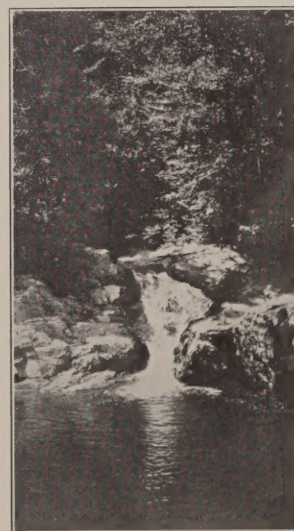
Norwood, Mass., Mill

Harry Dresser
C. J. Watson

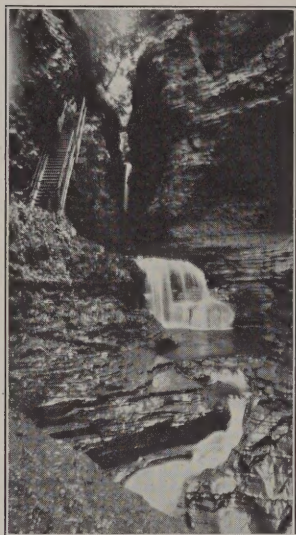
H. F. Everett
L. M. Pratt

Rob Roy has started his new garage. Diana and Lincoln salesmen take notice.

Bill O'Donnell has returned to school.



Another Honorable Mention in the Contest. Taken by "Bill" Phelps, PBL



Don McLellan's view of Watkins Glen, N. Y., puts him with the Contest's Honorable Mentions. Don works in the Hamilton office

Doc Watson spent his vacation in Yarmouth. Took along his shotgun, but reports that the scallops are not running as yet.

Jep also went gunning for them for a day at Hamilton Beach.

Patsy Ruscetti has transferred to the Main Mill Boiler room. The new water and sewer mains between FB and FF are well under way.

Alden Boothby has started a two-car garage.

The new plastic cement department is ready for a try-out.

Victor Makela has gone into the shoe business on the side. He has opened up with a stock of six pairs. Bargain day tomorrow.

Two new automatics at FBF—not guns, but tying machines.

Adolph Ketty is smiling over the advent of "Number Two"—a bouncing baby boy this time.

Joe Akunewick, FBP, is recuperating in the Norwood Hospital, following a recent auto accident. Hope to see you back soon, Joe!

John Foley won a chicken at the Polish Field Day. He is willing to give it to anyone who will go after it. Understand, it is not at John's farm.

Joe McGregor spent his vacation fishing in all the local ponds from here to Plymouth and back.

Chicago Mill and Office

W. W. Wilson

Mrs. G. Prairie

B. H. Roberts

Patrick McCabe, known to all his co-workers as "Paddy," passed away suddenly of heart trouble while at work in our Still room on the morning of August 23, at 6.30 a. m. "Paddy" had been on night work in our Still room for several years.

We were all glad to learn that Miss "Tommy" Thompson of our Stenographic Department is fast convalescing from a recent operation for appendicitis.

L. S. O'Dell, mechanical engineer of our Canadian plants, was a recent visitor.

We did have one fine mess of fish sent us by W. F. Stafford from Northern Wisconsin. Stafford, who is our cashier, also contributed a snapshot to show the size of a 12-pound "Muskie" caught by one of his party.

"Arch" Downey was in town for a few days attending the Association Meeting. And incidentally we heard not a peep out of him about any low golf scores while on his vacation at Franconia, N. H. He sure must have had a tough experience.

Henry Morman, our Master Mechanic, took the Morman family, eleven in all, for a trip through Wisconsin in his new Buick for their vacation.

"Louie" Freeman is, no doubt, showing those "Scotch heather knickers" of his on more than one Eastern golf course while there on his vacation.

Earle Clark spent several days at the Iowa State Fair with

Harry Clark, our salesman who covers the southern Iowa territory. Earle reported it more than a fair Fair—in fact, when he saw those farmers throw double-ringers time after time, he realized that men can do something else besides raise tall corn.

"Doc" Hill, our Southern Illinois salesman, escaped with a few bruises in a recent auto accident, although his car was considerably battered up.

James W. Frilick of the Frilick-McDonald Company of Meridian, Mississippi, spent a few days with us recently. He stated that all the South was steadily "coming to bat" and that his home state of Mississippi was well up in the race. Incidentally his shipments this year surely bear out this statement.

Both machine crews have contributed several more "non-stop" runs on the machines this past month. All of which help considerably to keep down waste and off grade material.

We are glad to learn that Mrs. E. A. Tuscher is steadily improving from her recent operation.

With August of this year larger than last year and September starting off with a "bang"—we hope to make it a record Fall for tonnage shipped.

The annual Horse-Shoe Tournament started here this week, and as usual the Mill expects to come out on top. A box of cigars is the first prize, and a carton of cigarettes goes to the "runners-up."

Mr. Hird is planning a trip through Kansas, Oklahoma and Texas the last of this month. All three of these states show excellent crop results to date and should increase the purchasing power of the farmer considerably this Fall.

"Al" Bohnenberger is busy nights, Saturday afternoons and Sundays on his new home on West 103rd Street.

"Larry" Doherty is throwing out his chest these days bragging about a new little daughter in his home.

Eric Gach of our Laboratory surely must live in a borrowing neighborhood—for his neighbors will continue to borrow the rear tires from his Ford coupe and forget to return them.

Hamilton, Ont., Mill

H. E. Davenport

Miss L. O. Stephenson

H. Coutts

Vacations are over at Hamilton Office and all have reported a good time, producing the odd snap or two to support their statements.

July and August have been months of casualties for Hamilton Plant. Miss Jarrett, previously reported ill, is coming along fine and will be with us in a very few days.

D. Jennings is out of the Hospital and is slowly recovering. On August 23rd W. A. Mutch, best known as "Bill Mutch" had both hands severely burned from hot asphalt splashing over while he was walking through the mill. "Bill" stuck it out and, although both hands were entirely bandaged for some time, he was with us every day to take care of all matters which could be attended to verbally.



Home of James Dine, FXR, 30 Fuller Avenue, East Walpole

Through this column we wish to welcome F. W. Fisher, who has just joined our sales force.

Also Bill Webster, who is assisting in our Sample department.

Mr. McNeil and family have moved to Montreal, where Mr. McNeill will spend the greater part of his time, but we expect to see him real often because he declines to say "Good-bye."

Many friends and business acquaintances regretted the departure of H. E. Davenport for our East Walpole Office. Bird's Hamilton Office wish him every success.

FLOOR COVERING PLANT AND OFFICES

Norwood, Mass., Plant

L. J. Latham
Tom Rogers

G. L. Staples
Carl Johnson

Frank Sutherland

Elton Hamilton is back at work after a two weeks' vacation to Maine.

Harvey Heyward is receiving congratulations on the arrival at his home of a son, born September 6.

William Barton is a newcomer at FFP.

George Malenchiuski has been transferred from FFP to FFF and Joseph Nardelli from FFP to FFF.

Everett Tripp and Charlie Bean both report enjoyable vacations. Everett went to St. Johnsbury, Vt., and Charlie in Maine.

Tom Dyer drives his team with a little more pride than usual these days. They are all decked out in new brass-bound harnesses.

The following are new men in FFB: Norman Brooks, transferred from PFL, Andrew MacRae, Roy Young, and Henry Cramer.

Dick Seavey of FFB has graduated from a Ford touring car to a Flivver sedan.

Santo Damico, FFF, has purchased a six-room house on Savin avenue.

Joe Plioplis and Andrew Grigan are two new men in FFF.

Carl Palazzo is now mixing paint in FFC. He says black is the easiest color to make he knows of.

We are mighty glad to see Joe LeBlanc back on the job after his recent accident.

John Eppich has been substituting for Berton Seekins while the latter was on his vacation.

The recent production of 112 tubs of paint from FFC sets a new record for one day's run—approximately 44,000 pounds.

CHICAGO OFFICE

B. I. Hindmarsh

Lillian Moe

Following is an article appearing in the Pine Bluff Arkansas Commercial, August 14, 1926:

"Pine Bluff Seems to Have Gone 'Neponset'."

"Pine Bluff is fast becoming a 'Bird's Neponset town' according to O. H. Hardin of the O. H. Hardin Furniture Company, local distributors of this popular floor covering.

"In fact, the quantity of Neponset has increased to such a great extent within the past few months that the Hardin Company are now enabled to buy it in such large quantities that they are securing an additional jobbers' discount and, as is the rule at the Hardin store, they are passing this saving along to the customer.

"Among the outstanding qualities which Bird's Neponset embodies might be mentioned: unusual durability, artistic patterns, red waxed back (an exclusive Bird's patent), easily cleaned, economical, cannot rot, sanitary, clings to floor, cool in summer, prevents drafts in winter, flexible.

"According to advice just received by Mr. O. H. Hardin, his firm has hung up another record in point of sales volume, in view of the fact that the Hardin Company have sold during the past year the second largest amount of Bird's Neponset Floor Coverings of any store in the state of Arkansas.

"This information was given to Mr. Hardin recently by a representative of the Bird's Neponset people, who com-



Some of those who went on the Phillipsdale outing

plimented Mr. Hardin very highly on this very enviable record.

"The Hardin Company took the agency for Bird's Neponset floor coverings about three years ago, shortly after the line was introduced in the state, and they have met with instant and enormous success in selling the line, and according to Mr. Hardin, in addition to the hundreds of residences in Pine Bluff which are furnished with Bird's floor coverings, this popular floor covering is also on floors of scores of business houses here."

We welcome into our office organization Gordon E. Moore, who has taken over John Graf's inside sales job. J. Graf has taken over A. W. Coey's Nebraska territory. He has the best wishes of everyone for success.

C. E. Tyson, Northwestern Field Manager, sent in the picture of a slide covered with Neponset 1465. The finish showed no signs of wear after two months' use and exposure through all kinds of weather, but we hear it certainly was hard on bathing suits.

The entire Chicago Floor Covering office extend their sincere sympathy to G. E. Moore in the loss of his sister.

W. K. Smith has been under the weather for several weeks, but he reports he is feeling much better and will be back on the job very shortly. We don't ever recall W. K. being laid up before and we imagine he feels lost not having his customary quarter mile swim in the I. A. C. tank.

Bert Hindmarsh's engagement to Miss Elva Lee Borders has recently been announced. From all reports he is a lucky fellow and we are all glad to hear it.

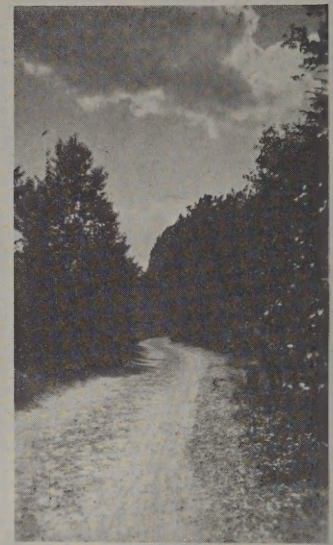
Test Yourself on This!

One big loss in any industry is the loss from accidents. Are you helping to avoid them by refraining from horse-play, by looking where you are going, by turning over the board with the nail in it, by keeping the elevator gates closed, by telling the new man what to avoid, by avoiding it yourself, by not taking a chance, and above all, by keeping your mind in the present and not get to day dreaming? On the way home do you read the paper on the street and watch the girls and dodge the autos, trolley cars, etc., all at the same time? It's hard to do and get away with it.



This one, of the American Falls and International Bridge, by Mrs. Prairie of Chicago, wins an Honorable Mention

Prize Winners in the Vacation Picture Contest



The four prize winners in the Review's Annual Vacation Picture Contest for Amateurs. Upper left, First Prize, \$10, by Margaret Leavitt, GH, shows an unusual scene taken in Labrador. To the right is the second prize, \$7.50, winner. This beauty was taken by Ed Gallup, Building and Roofing sales. At the bottom are the two tied for third prize—\$5. You can almost smell the woods in Louis Tarr's (A) snap of the log cabin, while Ed Johnson's (CF) view of Tom Wright giving the Fliv a drink will arouse sympathy in the breasts of all Ford owners

Judges Pick Contest Winners for 1926 in Hectic Session

WOW, what a session!

We refer, of course, to the meeting of the board of judges of the Annual Vacation Picture Contest. With well over a hundred pictures submitted by thirty contestants, the judges had some job.

First of all, we laid all the pictures out on a big table, grouped together according to the party who sent them in. Each group was first considered separately, and the best examples laid to one side.

The best work of each contestant was then sorted again, this time going, with others, into a "Rivers," "Boats," "Animals," etc., classification. Each of these groups was then considered, and the best ones chosen.

This brought us to the semi-finals, with the best work of each contestant and the best examples of each type of picture before us. This bunch was laid out before us and the final decisions made.

It was no easy task, but we finally did it. Realizing that five other judges might have picked other pictures, or rated the ones we picked in a different order, but also announcing to the contestants that we did our level best to be fair and impartial, the judges, Jack Alcott, Alden Boothby, Sam Kay, Stuart Keith and Ted Southack do hereby make the following awards:

First prize, \$10, to Margaret Leavitt, GH. Second prize, \$7.50, to Edward Gallup, CE. Third prize, \$5, a tie between Louis Tarr, A, and Edwin Johnson, CF.

Honorable mention to: Mrs. Prairie, Chicago Office; Don McLellan, Hamilton Office; J. N. Dunnell, Salesman; Alvah Bridgham, FXP; F. Z. Phelps, PBL, and several others.

In general, the grade of work turned in was far superior to last year's entries.

In picking the winners, the judges considered, first of all, whether it was a good photograph—clear and distinct. Then, we questioned, does it tell a story, or is it merely a view, such as "Statue of Liberty," "Hotel Debunk" or something of the sort? The composition, or general make-up and balance of the snaps was considered. Did it seem to "hang together," or was everything sort of spread out—a "picture of everything in sight?"

The work of the first two prize-winners, Miss Leavitt and Mr. Gallup, came in for particular comment. The latter's work with a camera shows real artistry.

It is also interesting to note that Alvah Bridgham's snap taken in Francis William Park stayed well into the final running. Another time and it might easily have taken a prize. So don't think you need to go far from home to take a prize-winning snap.

New Norwood Hospital Opens



The new Norwood Hospital unit

NEARLY 3,000 people, many of them Bird & Son workers, attended the opening of the new Norwood Hospital, September 1. Practically without exception the visitors voted the building and its equipment far beyond their expectations.

There are three large floors, housing private and operating rooms, and wards, and a commodious basement where the most modern kitchen and refrigerating equipment is located.

Ample and pleasant accommodations for 75 patients may be found in the new unit.

Briefly, an inspection of the hospital first brought to mind the question of how the Committees could do it for the money involved, and second, whole-hearted admiration for the excellent work that had been done.

A Few Suggestions

AT a recent committee meeting, where Safety was discussed, the chairman asked for suggestions how the cause might be advanced. Here are a few of the points that were brought forth:

At the Main Mill, when people are going home for the night, many of them buy newspapers at the gate, and read them on the way across the street, heedless of passing autos. This seems to be just plain inexcusable carelessness.

In all of the mills there still remain a few thoughtless workers who throw fruit peelings elsewhere than in the cans provided. A recent injury due to a fall when a man stepped on a discarded peeling is sufficient warning that this practice is dangerous and should be stopped.

It has been noticed that on some work, men have a tendency to holler and yell for no reason at all, particularly at night. This is not only nerve-wracking to others, but may sometime mean that a man who is really calling for help may be ignored. Remember the story of the boy who cried, "Wolf!"

Old Timer Flies to Paris



I wish all of my fellow members in the Old Timers Club could have been with me when I flew Paris to London this summer, in one of the planes of the Imperial Air Service, shown in the picture above.

We were particularly fortunate on the trip, for these planes do not usually have to ascend more than 3000 feet, but on account of air conditions and clouds, we were obliged to ascend 7000 feet, and much of the journey was made at that height.

The sensation is most interesting and fear is eliminated immediately upon entering the grounds, for we found there a regular business, with planes going out and coming in to and from many points throughout Europe.

The scenery is magnificent and the cloud effects were beyond description. The trip of 250 miles was made in about two hours and a half.

Frank A. Morrill.

Late Sport News

By defeating Fleming in two games, 8-5 and 4-0, Bird & Son Baseball Team won the championship of the Walpole-Norwood Industrial League for the season of 1926. Great credit is due the entire team for a fighting spirit that finally won out.

The Chase brothers predominated in the Tennis matches. Kenneth beat his brother Donald, in finals of the singles. The two then co-operated and upset all the dope by beating the Floyd-Sawyer combine in a regular "big time" battle, 8-6, 7-5, 6-4. Thus both the singles and doubles championships find their home this year in one family.

Basketball practice will start about the second week in November. New candidates wanted. Watch for further announcements.

Help Yourself!

LAST month, in the *Review*, we talked a little about the how and why of getting a little more education than we now have.

We have been asked to bring to the attention of those interested the announcement that the classes in Americanization will be offered in Norwood in the Balch School, South Norwood, as well as at the High School.

Locally, we have grammar and high school courses in many subjects offered in the evening by the Walpole and Norwood schools.

For those who wish a more extensive training, we list a few of the courses that are available in greater Boston, many of them by correspondence, if you wish:

Art: Advertising design, applied art, architecture, cartooning, commercial design, drawing and painting, magazine and newspaper illustrating, photography, decorative crafts.

Crafts: Cabinet making, carpentry, masonry, PAPER MAKING, printing, woodworking.

Household arts: Cooking, dressmaking, etc.

Commerce: Accounting, auditing, cost accounting, book-keeping, advertising, banking, business administration, business arithmetic, business economics, business ethics, finance, psychology, clerical courses, commercial law, correspondence, credits and collections, business English, factory administration, filing, foreign trade, marketing, office management, penmanship, salesmanship, secretarial training.

FOREMANSHIP.

Civil engineering, electrical engineering, mechanical engineering, steam engineering, structural engineering.

Law, mathematics, geography, history, government, economics, music, modern languages.

English: English composition, English for foreigners, grammar, journalism, literature, public speaking, physical education.

Recreative Arts: Baseball, basket ball, dancing, golf, bridge, etc. Among the principal schools are the following:

Bentley School of Accounting and Finance: Accounting courses for men. Boston Pace Institute: Accounting courses for men and women. Boston School of Filing: Filing courses for women.

Boston Trade School: Courses open only to those employed in the trade which they wish to study. Tuition free.

Boston University: Business courses for men and women, university extension courses for men and women, commercial courses for women. Boston Young Men's Christian Union: Evening courses for working men and women, co-operative plan. Boston Y. W. C. A.: Educational courses for girls.

Bryant and Stratton School: Business courses for men and women. Burdett College: Business courses for men and women.

Department of the Interior, Washington, D. C.: Reading courses for men and women.

Franklin Union: Technical and industrial courses for men and women. Hawley School of Engineering: Steam and electric engineering courses for men. Lowell Institute Evening School for Industrial Foremen: Mechanical, electrical and building courses for men 18 years and over.

Massachusetts University Extension: University Extension courses for men and women.

Northeastern University: Preparatory school, for men and women; Evening Polytechnic School, engineering courses for men; School of Commerce and Finance, Business courses for men and women; Law School, for men and women.

Further information, on schools or courses desired, can be obtained through the Library.



BIRD NEPONSET PRODUCTS



Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Hexagonal Twins Lock-Butt Individuals
Giant Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases NEPONSET Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Black Tube Paper Torch Paper
Bird Wadding Gray Index Cardboard Felt Papers for Special Purposes

BIRD & SON, inc.

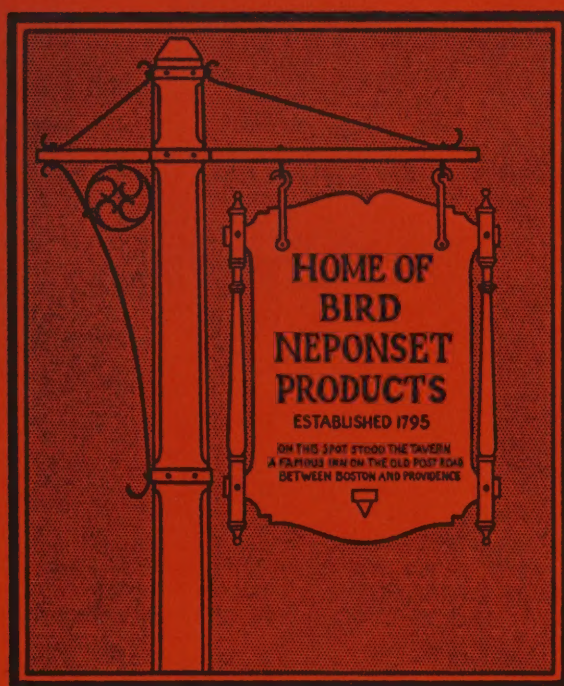
Established 1795

EAST WALPOLE, MASS.



Bird's NEPONSET *Review*

Edited and Planned by Employees of
BIRD & SON, inc.
East Walpole, Mass.



VOL. XIV NO. II

NOVEMBER 1926



BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Philadelphia,
Atlanta, San Francisco, Minneapolis,
Columbus

Warehouses
New York, Chicago, Philadelphia, Detroit,
St. Paul, Atlanta, Dallas, St. Louis, Indianapolis,
Houston, San Francisco, Seattle, Los Angeles

Officers and Directors

President CHARLES S. BIRD

Vice-President, PHILIP R. ALLEN

Sec. and Treas., HERBERT H. MILLER

General Sales Mgr., PHILIP R. ALLEN
Asst. to Vice-Pres., RICHARD C. FLOYD

Roofing Sales Division
Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales Division
Manager, CHESTER H. ANDREWS
Special Paper Sales Division
Manager, ELMER H. BARTLETT

Western Roofing Division
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Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS
Asst. Treasurer and Credits, DIMON E. MERRILL
Auditor, AXEL H. ANDERSON

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(Floor Covering Sales)

Officers and Directors

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Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.

Sec. and Treas., HERBERT H. MILLER

Eastern Manager, WILLIAM B. ROGERS, JR.

Western Manager, RALPH W. WESTCOTT

Pacific Coast Manager, L. W. PROUTY

Makers of Quality Products Since 1795

BIRD'S NEPONSET REVIEW

Vol. XIV

NOVEMBER, 1926

No. 11

What About Influenza?

HOW about influenza? Is there another epidemic threatening? Several medical authorities have said that there is. Others have said, "No." But whether it assumes the proportions of an epidemic or not, some cases are bound to arise in the near future. Just how many and how serious depends largely upon our own actions.

Science has successfully battled, and in many cases completely routed, many dread diseases. Influenza is among the few that remain unconquered. There remains to be discovered any means by which a person can be made immune from this sickness.

But if we cannot immunize, we can mobilize all existing protective forces. Dr. Hollis Godfrey of the Engineering Economics Foundation has made these suggestions to be passed on to the readers of the *Review*:

Build resistance *before* an epidemic. During an epidemic, we can build the resistance of those stricken by providing for sufficient sleep, good food, wise care, and hygienic living. During an epidemic we can plan that all who are not stricken shall utilize the forces at their control to provide care for the sick and maintain in operation the services necessary for life, including food, fuel, transportation and communication.

The *Review* does not bring this matter up to scare people by saying that there is going to be an influenza epidemic. We do not know that there is going to be one. No one really knows, one way or another. If we are prepared, we need have no fear.

Sickness among the mill and office workers of any company is a problem calling for much study and hard work. If you do not think so, let us remind you that last year more than 59 per cent of time lost by employees was due to sickness. There were nearly 9000 days lost on account of illness alone. Figuring that each person works about 300 days during the year, this means that on every day during 1925 an average of thirty people were out sick.

No one wants to be sick. Anything beyond a day or two at home, and time begins to hang heavy on our hands. Further, it means working harder than ever to catch up, when you get back. Also, lost time means lost money.

Again, the problem of sickness differs from the problem of accidents in that, unless the accident be serious at the start, sickness is much more



Jack Smith—his record shows nearly fifty years of service without a day lost on account of sickness or accident

likely to have a permanent bad effect on the well-being of the worker.

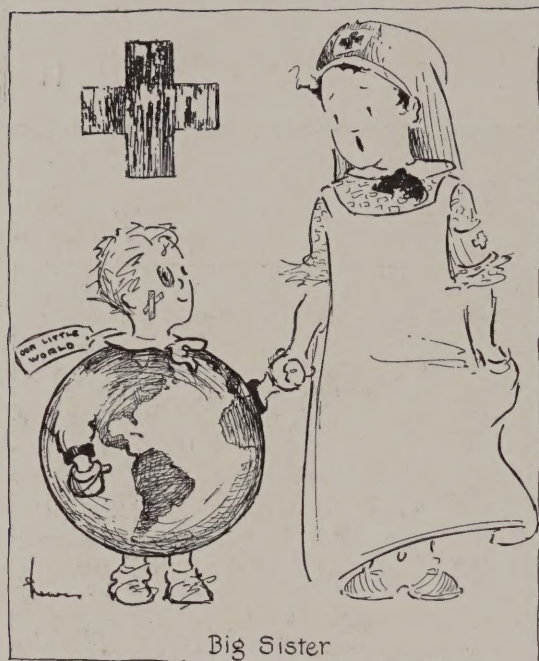
What starts out with "just a head cold" may develop into something serious, if not properly cared for. Dr. Godfrey has given us some more good pointers along this line. He speaks particularly of influenza, but his advice can well be followed for almost any form of sickness:

What can you do when stricken with influenza? If you think you have the "flu" *consult a physician*. If your temperature shows that you have a fever:

First, and most important, go to bed and stay there, particularly the fourth or fifth day when many feel recovered from the "three-day fever"

Continued on page 2)

BIG SISTER



Big Sister

THIS is a true picture as well as an amusing one. A BIG SISTER to a world that is not so large when one thinks of it. The annual Roll Call of the AMERICAN NATIONAL RED CROSS to enroll members for the year 1927 will be held from Armistice Day through Thanksgiving, November 11 to 25. Those availing themselves of this opportunity to join will be assisting in every call for aid throughout the coming year which this great organization will be asked to render to humanity everywhere.

(Continued from page 1)

and get up and go to work, only to fall victim to the after effects—pneumonia, heart disease, etc., which generally attack after the third day.

Influenza itself kills comparatively few. Influenza, plus pneumonia or other things, kills the majority of those who die from "flu." Second, use scalding water for washing the dishes used for your food. Third, don't permit others in your sick room unnecessarily. Reasonable precaution will assist in your early recovery and prevent your infecting others and spreading the disease.

Nor does that bit about "consult a physician" apply only to the "flu." We maintain at our East Walpole, Norwood and Phillipsdale plants well equipped emergency hospitals, in charge of graduate nurses. At regular hours each week, at the East Walpole and Norwood plants, the com-

pany doctor is in attendance, and may be consulted by anyone who desires advice. Members of the E. M. B. A. may at any time call at the office of any one of the three association doctors.

If people would watch their health and *keep well* there would be little need of nurses, emergency hospitals or doctors. The records of the company would cease to show 30 people absent every day.

Why can't it be done? Need people be absent from work so often? Not necessarily. You have already seen the picture of Jack Smith at the beginning of this story, with the startling message beneath it—"Nearly 50 years without a day lost on account of sickness or accident."

It's absolutely true! Jack has been on the job every regular working day, plus a great many more that were not regular, and not one has he been absent, except on his scheduled "days off."

We asked Jack how to do it. His reply was short and to the point: "Take care of yourself."

Doctors, nurses, and hospitals are all at your disposal. We want to have you use them, for your own good, whenever you don't feel just up to scratch.

But we would much rather have you on the job, in good health. It pays us, and it pays you—in a full pay-envelope and in lasting happiness.

30

We Lose a Real Fellow-Worker

NOT only those in the Floor Covering Plant, but fellow-workers in all departments were sorry to hear that Harry E. Rouillard of the FF office has left Bird & Son to accept an appointment to the faculty of Tufts College.

"Hal" now becomes a member of the English department of the Engineering School. He has also accepted another appointment to teach English composition in the University Extension, besides doing graduate work at Harvard.

While with Bird & Son Mr. Rouillard gave much of his time and energy to the support of the social activities of the company. His unbounded enthusiasm aided the Bird Club, the Benefit Association, the Credit Union and many other activities materially. His articles in the *Review* were widely read outside the company as well as by the fellow-workers.

The *Review* takes this opportunity, on behalf of Mr. Rouillard's many friends, to say that we are mighty sorry to see him go, and wish him the best of success and happiness in his newly chosen field.

NOTICE

The thirteenth annual meeting of the Neponset Credit Union will be held in the Lunch Room, just off the Brigade Room, East Walpole, Wednesday, November 10, 1926, at 5 p. m. Every member is requested to be present.

B. R. Taylor, Clerk.

All Mill Workers to Get Safety Calendars

Perfect Records at East Walpole, Norwood and Phillipsdale

WITH every department on its toes and fighting hard, the Bird & Son mills at East Walpole, Norwood and Phillipsdale went through No-Accident and Fire-Prevention Week, October 3 to 9, without a fire or a lost-time accident. This means that every fellow-worker in the manufacturing departments of these mills will receive a Safety Calendar for 1927.

A reproduction of the first sheet of this calendar is shown on this page. It is even more attractive in appearance than the 1926 calendar. The illustrations are in color as usual, and any one of them is suitable for framing. On the back of each sheet are notes and instructions on good health which you will want to read.

But while the record established during No-Accident Week is encouraging, that for the month of September is just the opposite. This month proved to be the worst one of the entire year, with thirteen lost-timers chalked up on the wrong side of the ledger. The record in October looked more encouraging, with only five lost-timers on the books up to and including the 16th.

There have been a few inexcusable accidents to men who have tried to clean or adjust machinery while in motion.

As for accident reduction in the mills as a whole, the figures show Floor Covering still far in the lead as regards reduction over last year's figures. Phillipsdale is about holding its own. Building and Roofing has fallen behind a little, but is fighting hard to get back.

The Main Mill departments are slipping, but still have a chance to stage a come-back in the remaining two months.

If your department can go a week without a lost-time accident, why not a month? If Floor Covering can reduce accidents nearly 300 per cent over the 1925 records, why can't the other mills show a reduction, too?

And the answer is that they can. No one claims that all accidents can be avoided. But we do claim, and rightly, that accidents can be reduced.

IT'S UP TO YOU!

Following is the standing of mills for September:

Dept.	No. Emp.	No. Accidents	Days Lost	Per Cent
FF	286	0	0	1.000
DP	175	0	0	1.000
FB	233	1	2	.982
FX 1 and 2	324	4	35	.890
DM, DF, DV	243	4	25	.879
EM, ER	146	4	41	.732



Boy Scout News

GREAT interest has been aroused among the patrols of the East Walpole Troop, Boy Scouts of America, in a three-months contest, ending at Christmas time, to see which patrol shall be the winner and go to Boston for a "feed and a show." The patrols accumulate points for their excellence in scout work, and lose them, or receive demerits, for misbehavior at meetings and like offences.

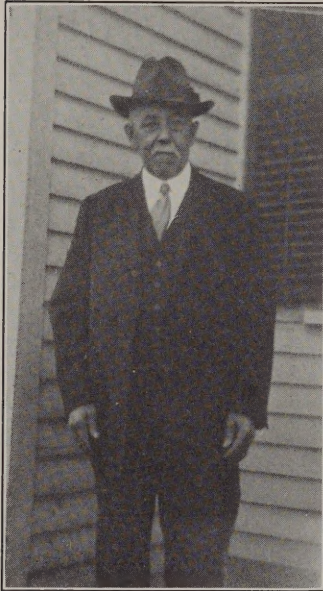
The standing of the patrols for the week ending October 23 was: Scout Walton's, 60 points; Scout Travers', 45 points; Scout Dolburn's, 35 points.

Basket ball and football teams have been organized and games arranged with other local teams.

Veterans' Service List

NOVEMBER'S oldest old timer is John Hennessey, who has been with us for 36 years.

John started work as a yard employee on November 18, 1890, as a worker in the yard. Later he was transferred to the filter beds and is now a member of the janitorial force.



John Hennessey, oldest
Old-Timer for November

Following is a list of those whose fifth, tenth, and fifteenth anniversaries come during October, together with the names of those who complete over 20 years service during the month:

			Yrs.
John Hennessey	Janitor	Nov. 18, 1890	36
Marshall Grant	Power and Steam	Nov. 10, 1894	32
F. I. Plaisted	Retired	Nov. 1, 1896	30
A. E. Souther	Sales	Nov. 8, 1900	26
Ernest Stather	Box Shop	Nov. 18, 1901	25
Eric Johnson	Main Mill	Nov. 20, 1903	23
P. H. Bailey	Sales Manager	Nov. 1, 1904	22
Michael McDonough	Main Mill	Nov. 6, 1911	15
John Moylan	Main Mill	Nov. 6, 1916	10
Anton Blazir	Main Mill	Nov. 7, 1916	10
Katherine Delaney	Office	Nov. 17, 1921	5
Andros Blazir	Main Mill	Nov. 25, 1921	5
Florence Nichols	Office	Nov. 29, 1921	5

Five Bucks For This One!

A managerial position at a factory was about to become vacant and a number of employees were discussing the situation.

"What is required now," remarked one, "is a man with some new schemes. That's the best qualification for the job."

"I've an idea," said Old Joe, "whereby no workman would ever be late."

"Well," said a member of the company, "let's hear it."

"My scheme is that the last man to arrive at his work should blow the factory whistle."

Go on and make errors and fail and get up again. Only go on.

—Anna C. Brackett.

Suggestion Prizes Still Anybody's

WHILE the Suggestion Contest is still existing, and almost anybody's race, the number of suggestions submitted took a terrible slump last month.

The Committee wishes to call the attention of fellow-workers to the fact that suggestions passed on through their foreman count just the same as suggestions sent direct to the Committee. It should be very helpful for employees to talk over their suggestions with their foremen so that they will have the benefit of their advice. Also, the foreman may be able to put the suggestion into effect, even in advance. This practice will undoubtedly help you on the road towards the Grand Prize at the end of the year, or possibly a special prize if your suggestion proves valuable enough to warrant it.

It looks now as though John Wosner, FBP, stood a good chance for something special this year. But he will certainly have to watch his step as Joseph Campanio, DFF, is forging ahead to a point where he now holds second place, with J. S. Walker close on his heels. This leaves as other interesting points in the contest, Louis Maida, FXO, and A. J. Hill, FFN, tied for fourth place, and not very far behind the leaders.

Recently many of the suggestions submitted have been of such a trivial nature that it was a real pleasure to be able to award F. G. Christie, DPM, \$10, which is double prize, for his suggestion in regard to cast iron blocks on bed knife holders on cutters.

Out of 68 suggestions submitted, the following twenty were accepted at the September meeting:

Shelf for shingle pieces at conveyor	Walter Bragg, FBF
Plate to keep water out of glue tank	Joseph Campanio, DFF
Boxes to catch shingle wraps waste	Joseph Campanio, DFF
Cover on starch tank	Joseph Campanio, DFF
Bell on pressboard machine	Joseph Campanio, DFF
Cast iron blocks on bed knife holders on cutters	F. G. Christie, DPM
Friction on guide rolls	John J. Goonan, FXC
Guide for stiff sheets on FXGM34	George L. Holland, FXG
Protect FXC steam pipes	John Hurley, FXC
Snap switch on shaker screen, FBPM5	Maurice L. Maher, FBE
Hooks for yoke	Louis Maida, FXO
Means for holding roll in making jacket change	Elton Moore, FFR
Change oil cups at FXGM1	Charles Mutch, FXG
Thin bar cutter on FXCM17	John O'Brien, FXG
Straps of iron against wall in front of ovens	Nelson Phillips, FFP
Place push button switch on pullout winder	Patsy Sansone, FFD
Connection for air hose at DFPM1	Henry Treen, DFW
Extend waste string loading skid	J. S. Walker, EMT
Extend platform at Post Office	J. S. Walker, EMT
Protect generator from dirt	Lewis Walter, FXF

BASKET BALL PRACTICE

All candidates for the basket ball team are asked to report at the Bird Club Gym Tuesday, November 9, at 7.30 p. m.

Everyone interested is asked to be on hand. We had a good team last year. We want a better one this year.

"The Best Ever"

WITH a record crowd of 160 present, the Bird Club opened the 1926-27 season with a bang, Thursday night, September 21, at a Good Fellowship Banquet held in the Gymnasium.

From the brief but enjoyable informal reception at the Clubhouse preceding the meeting, to the final song, it was voted by those present as the most successful function ever held at the Clubhouse.

An excellent chicken dinner, served by Caterer Seiler of Boston, put everybody in good humor for the songs that followed. Close harmony ruled, and the old building stood up on its hind legs when "Swee-ee-eet Ad-o-o-line" rolled out from the windows, circled the mill chimney and came back to bounce up and down on the roof.

George Wallace led the singing, and gave some excellent solos himself. "Ted" Gibbs also gained much applause for his vocal solos.

With "Monty" as chairman, the speechmaking started, "good fellowship" being the keynote. Mr. Allen started the ball a'rolling, and was followed by Mr. Bird, Jr., Mr. Wyman, Mr. Miller, and Mike Shergals. Mike came through in grand style, and gave us all something to think about.

The championship ball team were guests of honor, and gave their thanks to the club through "Tap" Geary, manager. A delegation from Phillipsdale was present, and was given a hearty round of applause.

An orchestra composed of Parky Rogers, Bert Engley, Steve Smith, Harold Phalen, Barney Dearborn and Bill Roach furnished fine music.

The following committee deserves a world of credit for providing a corking good time:

Tom Wright, Chairman; Ed Johnson, George Wallace, J. J. White, George Smith, Ben Sodergren.

Foremen Start Meetings

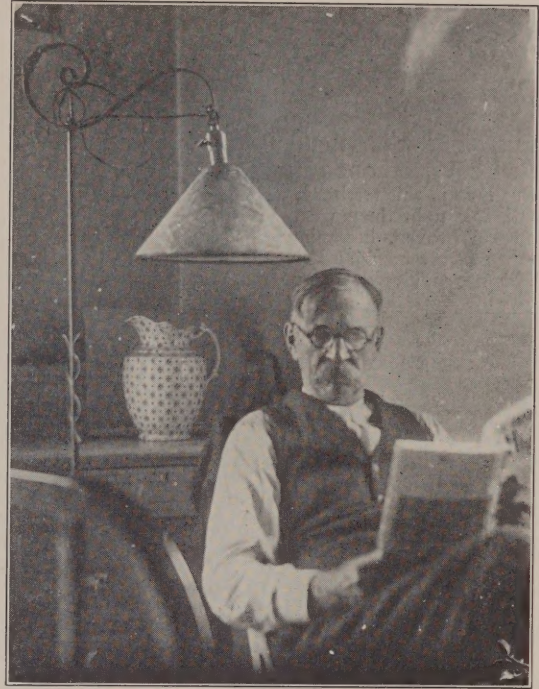
NEARLY seventy foremen from the East Walpole and Norwood mills gathered at the Bird Club, Thursday night, October 28, for the first of a series of foremen's meetings.

Following a fine dinner, heartily enjoyed by all, the gang sang songs, getting up quite a competition between the "insiders" in the dining room, and the "outsiders" in the reception hall.

Mr. Montgomery then took charge of the meeting. It was immediately voted to send greetings to Mr. Bird.

Frank Reynolds then outlined the plan of the meetings, following which L. S. Harding of the Associated Industries gave a talk on "The Foreman's Job."

This meeting gave every indication that the foremen would receive much of interest and value from the series, in addition to "getting acquainted."



Bill Landy reading by the light of his gift lamp

Bill Says "Thank You"

ON September 3 ten of Bill Landy's old-time associates, knowing of his fondness for reading, called him down to the front office and in a few choice words by the president of the Old Timers' Club presented him with a reading lamp.

Bill is very well pleased with the lamp and he wants everyone to know it.

Wedding Bells

THE following marriages of interest to Bird & Son people have come to the attention of the Review since the last issue:

Miss Mary Abely to Edward Murphy of the Building and Roofing sales force, Tuesday, October 12, at St. Catherine's Church, Norwood.

Miss Sadie Lepro to Ercoli Ronci, FXN, Sunday, October 10. Mr. and Mrs. Ronci are making their home on High Plain street, East Walpole.

Miss Dorothy Helen Wood to James Edward Graham, research chemist at the Norwood Floor Covering plant, at Lakewood, Ohio, Tuesday, October 19.

Miss Lucille Waters of Chicago to Eddie Moore of the Chicago Building and Roofing maintenance crew.

Chicago also reports the marriage of John Schultz, steamfitter's helper, while John was vacationing in Montana.

Miss Anne Gracia Gay to Irving Stanley Bailey, Floor Covering Sales, at Waldoboro, Maine, Saturday, October 23.

Bird & Son Salesmen's Page

TAIN'T the space this month, boys, it's the copy. There's simply slews of it. Don't know whether it will all fit in, but let's go, starting off with a good one from J. J. Mahon:

Out here in this territory, where smoke is fog and soft coal dust is said to be the powder carelessly dropped by the female angles in heaven, becoming soiled in passing over Massachusetts before reaching Pennsylvania, there are many eventful, history-making developments taking place.



R. A. Kent, Western salesman. Looks like "the good old summer time"

For instance, Homer City boasts of three such events, detailed as follows: (1) The Homer City Journal; (2) the recent installation of two traffic signals, which event was the occasion of a monster celebration equalled only, but not surpassed by the Sesqui at Philadelphia, and lastly, as the preacher doth say, lastly, the monthly arrival of the Bird & Son representative in this town. Modesty will not allow me to elaborate on the many honors thrust upon me here. However, the enclosed clipping surely is evidence of this fact:

"J. J. Mahon of Washington, a representative of Bird & Son Roofing Co., was calling on his trade here Wednesday. Mr. Mahon comes to Homer City every month. He has a wide knowledge of roofing, having followed this line for many years."

Sensible people here, Mr. Editor. Eh, what? (Editor's note: Whaddyah mean, "sensible")

In closing, may I ask your assistance? Ere many moons have passed or set, I may be asked to address the school children. Methinks this address would be most pleasing if given in praise of their own home town.

So tell me, who was this Homer guy? Did he hold the music for Nero while he fiddled, did his folks originate in this town called Homer, or what? Seems to me this chap was on the earth before my time, so he could hardly be known to fame as a baseball pitcher. Maybe he wrote a song, maybe he originated "Eventually, why not now" or the slogan that "Paroid wears slowly, slowly, but never out." Anyway, help me out, will you?

Sure thing, J. J., and we hope the rest of the gang gets as good a laugh out of your memo as we did. From the smoky environs of Homer City we shift to the wind-swept hills of New Hampshire and Vermont, where Izzie Bailey, Floor Covering, holds forth. By the time you read this, Izzie will have become a married man. Yup, they will do it. Iz promises us a good window display photo for the next issue, and from the way he describes it, it ought to be worth while.

Now to the Golden West, and the following verses, composed by J. M. Mann. He also sends a picture of himself and car, reproduced elsewhere:

Out Where Bird's Begins

Out where the roads are a little rougher,
And each hill is a little tougher,
That's where the grief begins.

Out where each of the boys have to be a fighter,
And the merchants are a wee bit tighter,
Where every competitor is a friendly blighter,
That's where the fun begins.

Out where the towns are a farther distance,
And the merchants need a lot of insistence,
That's where the fight begins.

Out where a chilly breeze thru the floor is blowing,
Where happy familys in numbers are growing,
Neponset would be a blessing and that we're showing—
That's where Bird's begins.

Out where the territory is in the making,
Where Neponset waxed back isn't breaking,
That's where satisfaction comes in.

Now back to the South again and a mighty interesting yarn from Grundy in West Virginia:

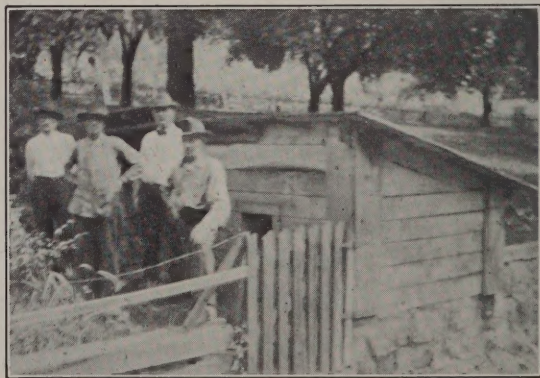
I am sending you two photographs which, while not so good, you may find room for. The history in connection with these snaps is based on everlastingly good old Paroid, and is as follows:

The three men in the foreground are brothers, named Phillips, and they live at Independence, W. Va. Thirty years ago they bought of the firm of Hartley and Mitzler some Paroid, applying it on a house that has just recently been dismantled. The little spring house shown in the picture is still covered with this same Paroid, and it looks as if it would last forever.

The gentleman in the background is C. E. Gustkey, our dealer in Independence, who delivered the roofing 30 years ago, as delivery boy and clerk in the store. I am enclosing a sample of the roofing that the Phillips brothers have saved to cover another small house with.

Regarding this spring house. As I opened the door and peeped in, the beautiful clear water was bubbling up to the tune of "Always," and saying, "I am protected from rain and dirt by Paroid, not for just a day, not for just a year, but always."

Now out to the Middle West again, and a story from E. C. Battle, who spreads Neponset Floor Covering all over the place out there:



Grundy's snap of the old spring house, Paroid-roofed

While calling at Wright Furniture Co., of Donaldsonville, La., a town which was hit very hard during the first hurricane, one of their house-to-house salesmen told me the following:

"Well, Mr. Battle, there is this much I will say for Neponset goods, they are the best, because during the high water during the storm hundreds of my customers' homes were under water and I found all other felt base goods has rotted, in other words become worthless, while all my customers I had sold Neponset goods to, I found all in as good shape as the day sold, due to the fact Neponset proved that it was waterproof and floated."

Now, that's an advertisement, and I just handed him a cigar right there because his words went a long way with Mr. Wright who was on the verge of turning to competitive goods, and the result was an order for Neponset rugs amounting to approximately \$90

Regarding the good looking gentleman whose picture appears somewhere among the Notes. He goes by the handle of W. G. Greenhill, Toronto representative, and here's what those who know have to say about him:

Mr. Greenhill has been very successful this year in closing many of the large Built-Up Roof jobs and is still going strong. Due to his efforts our Toronto business is showing a substantial increase over previous years. Here is a word of encouragement for W. G. "Keep it up, good work, well done."

Here's one from R. P. Roberts:

Had a funny one pulled on me today while working at the Afton Fair for the Afton Coal and Lumber Co. They had a very good exhibit and among other things were showing one of the miniature homes roofed with Art-Blende shingles, which caused a good deal of favorable comment.

One lady, evidently a maiden one, sidled up to me and said, "This is just what I have been looking for, how much are the Bird houses?" I felt like telling her that we were just out of bird houses, but that we had some nice fresh dog houses.

George Towle sends in a good sales experience story, preceding it with an amusing introduction which, for lack of space, we are forced to omit. But here's the story:

Engaging in conversation with a fellow-traveller on the train en route to W—, we mentioned the name of the person upon whom both of us proposed to call.

"Why," said my companion, "that man is the worst grouch in the state. He will have nothing whatever to do with travelling salesmen. He conducts his affairs only through the medium of correspondence."

The train arrived at W— a few minutes after closing time. During the evening it occurred to me to reconnoiter the position preparatory to the attack on the morrow. In passing the office of the concern in question, I noticed a man



J. J. Mann, Floor Covering salesman, surrounded by Montana snow and accompanied by his car

sitting before a desk, and perched on a stool near him sat a little girl.

I entered and struck up a conversation with the little Miss. At that particular time in my career I had an idea that if there was any language I could speak with reasonable fluency, it was the child language. So delivered the usual assortment, ranging from "Little Miss Muffett" to "Winkum, Blinkum and Nod."

With my repertoire practically exhausted, and having reached the "tell it again" stage, I was mightily relieved when his Royal Nibs began to thaw out and join in the conversation. After several false starts I managed to get across the message that it was my intent to call in the morning for the purpose of interesting him in an agency proposition.

"You needn't do that," he said, "we'll fix it up right now." And we did.

The monetary value of that initial order to Bird & Son was of no moment, but there were other values in the incident, to the salesman, that could not be measured in any economic terms.

Afterwards I learned something of this man's life history, with its cumulative misfortunes, and could not doubt that he was justified in being a grouch, or most anything else. About the only ray of sunshine left to him came from his little daughter.

And to close, here's something outside of business entirely, sent in by N. A. McLellan, booster for Bird's Roofs and the Province of New Brunswick:

Quite a while ago I wrote you a few lines about New Brunswick and sent some Tourist Editions of (our) Saint John Telegraph which you kindly acknowledged and had placed in the Bird & Son Library. So I just wish to thank you for that.

However, there are members of Bird's U. S. A. organization who are at least familiar with the game possibilities in New Brunswick, as I ran across a fellow away up the (famous) Saint John River who was familiar with the hunting parties that both Mr. Bird, Sr., and Mr. Bird, Jr., used to be on some years ago.

The Tobique and Miramichi rivers are famous for their salmon, etc., while the woods abound in moose and deer, and not 100 miles from the railway or main highway either. If you come over we'll guarantee you'll get some game.



"Tank" Graffam's car, showing Neponset ad on tire carrier

BIRD'S NEPONSET REVIEW

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"Where You Been"

WE were "among those present" at the Bird Club Banquet the other night, and join with the others who were there in voting it one of the best-ever times held at the Club.

We listened with interest to all the speakers on the program, but were particularly impressed with what Mike Shergals had to say. Perhaps it was because it was the first time we had ever heard Mike speak. His way of putting things is out of the ordinary, but he certainly did get his stuff across.

And when he said, in referring to the large attendance, and the presence of many who had not been to Bird Club functions before, "Where you been all this time?" he socked the proverbial nail on the oft-mentioned head with an accurate and re-echoing thump.

There was a great deal said about good-fellowship at the dinner. Yet good fellowship cannot be described—accurately. It must be felt to be appreciated. No better way exists of getting this appreciation than the events at the Bird Club.

If the canvass for new members has not been so vigorous as possible during the past year, it will certainly be carried out with great vigor during the coming year. All departments have men on the membership committee of the club. They are going out after new members.

When they come around to see you, you had better sign up if you have not already done so. The entertainment committee is hard at work, and promises many more good times, most of them at the Clubhouse, some of them in Bird Hall, during the coming season.

Come on up and get acquainted!

There is no substitute for thoroughgoing, ardent, and sincere earnestness.

—Dickens.

The world is given as a prize for the man in earnest.

—F. W. Robertson.

Watch Waste!

EVER since the War days, we have been pretty much sold on the value of keeping down waste.

In the production departments of the mill a constant watch is kept and men are constantly working on new ways to reduce waste. The office departments cannot be checked so carefully. Yet the waste here can run into unbelievable figures.

In using materials, we ask all those in the offices to be as careful as possible.

Also, the season has now arrived when we are obliged to use artificial light rather extensively. With each fixture containing a 150-watt bulb it can easily be seen that considerable cost is entailed in burning these lights, and real waste occurs when they are allowed to burn if not needed.

Watch your lights!

Nelson Gibault

NELSON GIBAULT, assistant superintendent of the Pont Rouge mill of the Bird & Son Division, Building Products Ltd., passed away at his home in Pont Rouge on Saturday, October 2, after an illness of only one day. Mr. Gibault was born at Lachute, Que., in 1884, and after leaving school started work with the J. C. Wilson Paper Co. as screen boy, eventually advancing to machine tender at the age of 20.

In 1907 he came to Pont Rouge as machine tender, advancing through the stages of night foreman, day foreman, to his appointment as assistant superintendent in 1916, which position he held up to the time of his death. To a large degree, the developments at Pont Rouge were due to his efforts.

Nelson took a great interest in municipal affairs and the welfare of the community was his first consideration. He also took an active interest in sport, and was always in the center of activity during a baseball game or hockey match.

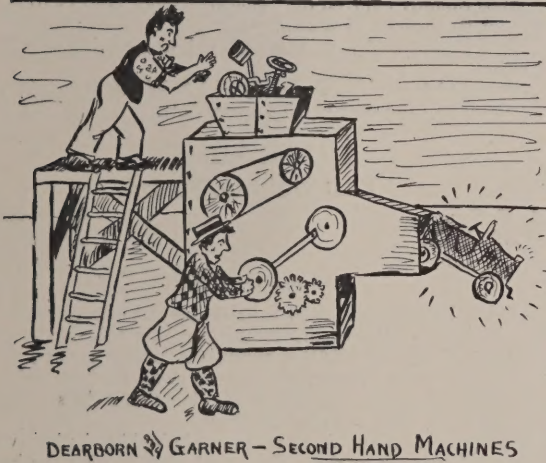
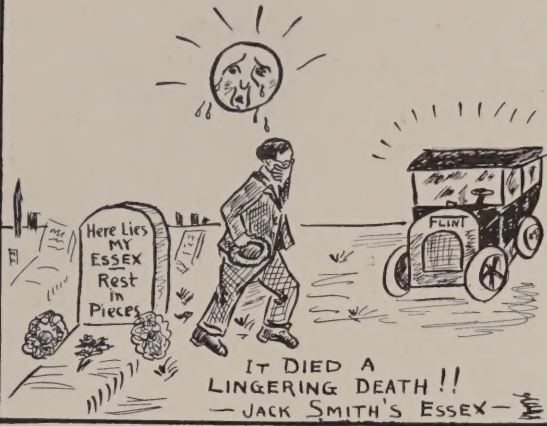
Mr. Gibault will be greatly missed by his associates, and the community in general. He leaves his wife and five children.

A Good Family to Know

"The father of Success is Work;
The mother of Success is Ambition;
The oldest son is Common Sense;
Some of the other boys are: Perseverance,
Honesty, Thoughtfulness, Foresight,
Enthusiasm and Co-operation.
The oldest daughter is Character;
Some of her sisters are Cheerfulness,
Loyalty, Courtesy, Care, Economy,
Sincerity and Harmony.
The baby is Opportunity."

"Get well acquainted with the 'old man' and you will be able to get along pretty well with the rest of the family."

Cartoon Sketches Around the Plants



This cartoon is the work of Maurice Tarr, EMY. If you like it, the Review will have a similar one each month. Send in your comments and ideas

Library

THE other day we noticed a stranger in our library, intently reading. After he had gone we found his card, on which he had written that he had passed a pleasant and profitable hour.

More of our organization ought to find recreation and profit in the reading of our books and magazines during the lunch hour.

In the technical line this month we have added the magazine, *Plastics*, and a book by Emile Hemming, *Plastics and Molded Electrical Insulation*.

The best new books do not have the circulation they should. The good non-fiction on hand includes: *Our Times*, by Mark Sullivan; *Why We Behave Like Human Beings*, George Dorsey; *Ten Years After*, by Phillips Gibbs; *The Man Nobody Knows*, and *The Book Nobody Knows*, both by Bruce Barton.

Among the good new stories:

Man Trap
Samuel Drummond
Understanding Heart
Clothes Make the Man
Silver Forest
Sleeper of the Moonlit Ranges
Chicken Wagon Family
Big House
Big Mogul
The Bat
Sorrell & Son
Perella

Lewis
Boyd
Kyne
Day
Williams
Marshall
Benefield
Wasson
Lincoln
Rinehart
Deeping
Locke

Card of Thanks

We wish to extend our sincere thanks to all those who by word or deed expressed their sympathy during our recent bereavement.

Mr. and Mrs. Leslie J. Latham.

Card of Thanks

I wish to thank, and express my heartfelt appreciation to the Old-Timers, and Department CE, for the beautiful gifts I received on my departure from Bird & Son. They will be a constant reminder that I am still one of you.

Hattie E. Willis

Notes From Plants and Offices

MAIN OFFICES AND SALES

East Walpole, Mass.

Beatrice Foster
F. J. Spang
A. V. Wilson
Margaret Poff

M. E. Tarr
Ethel Duncan
Margaret Dalton
Margaret Owens

A. H. Anderson sailed during the month for Baltimore, Washington and Richmond, on vacation.

Helen Walsh, Richard Kannally and Everett Gillis are others from the Main Office who vacationed during the month.

B. R. Taylor spent a few days at his home in Woodstock, Vt., recently.



Richard, son of A. W. Mellin, AA

Bill Murphy has purchased another coupe. Ask Bill about it! Like other cars, however, it will not run without gasoline, at least such was the sad discovery Bill made not long ago. Luckily he had some boys with him who pushed "Lizzie" over Morse Hill to a gasoline station.

On September 20 the girls from CF visited Miss Kannally with a large basket of fruit and found her on the road to rapid recovery. We still hope to see her with us again very soon.

Every vacationist from CF returned in time for a "Club Meeting Shower" given to Mrs. Berg October 5 in the Girls' Clubroom. The bride received many beautiful gifts after watching a "Mock Wedding" in which Mary Concannon played the part of Minister, Katherine Dowling the Willing Groom, Tony Dornig the Blushing Bride, Madeline White the Charming Flower Girl, while Peg Owens sent strains of the Wedding March from the piano. Later in the evening the girls served the bride with refreshments and furnished quite an entertainment which consisted of games, elocution and exhibition dances. The Hermits presented Mrs. Berg with a beautiful picture some time before at a shower at the Hermitage.

It seems that Millard Peabody has sent a spirit through the castors in the CF chairs. No one seems to know just what it is about.

Mary Concannon wishes to advertise through the Review that she has on order a new Camphorated Candy for winter colds. It hasn't made anyone sick so far except Barney.

We are told that Mr. Turkington worked in the Lord's Vineyard for two days last week. He is a very faithful servant as no one in CF got any of the "goods."

We see that Bob Garner has a new "car." He sold the old one to Tom Wright and we don't know yet whether he got a

good bargain or not. Dick Winn seems to think that Tom is stung because he didn't get the little buggy himself on a better installment plan.

We all think that someone has had secret experience in a Sardine Factory, the way that they are trying to pack us in here in CF.

Hattie E. Willis, CE, retired October 1 and was presented with a fitted case by her fellow-workers.

Beatrice Lavender left the employ of Bird & Son, October 15. She is to be married November 13. Miss Lavender was presented with \$25 in gold and a bouquet of roses by her fellow-workers.

May Walsh spent last week in New York City.

In honor of her completion of 28 years of service with Bird & Son, Mrs. Holmes was presented recently with a bouquet of 28 beautiful roses by Department RC.

Miss Rhind and "Brownie" took the holiday as an opportunity to close their camps for the winter.

Mrs. Rivera spent her vacation at Lake Sunapee and other points in New Hampshire.

Miss Roundy enjoyed the "long week-end" over October 12, in touring through New Hampshire.

Fred Bagley and J. R. Maraist are both sporting new Essex coaches.

Ernest Coleman, Barry Lundy and A. W. Mellin are serving on the Bird Club membership committee.

PAPER MILLS

East Walpole, Mass.

J. E. Curran
W. J. Quinn
M. B. Lee

J. J. Burke
J. H. Maquire
R. E. Koebe

Maude E. Kaler

Ralph Wilkins and Herb Schaier are the new members on the Bird Club membership committee from this department.

Frank Phillips of DMB is building a two-car garage, and is trying out a new system, putting the doors up first and then building the garage around them. Next time he's going to try the same thing with the windows.

"Skipper" Dave of the Shore Line Limited has had his vacation, and spent it at the tedious task of surveying the broad expanse known as Rock Hill.

John Splaine, machine tender of No. 4, is sporting a new Chrysler 60 coach.

Dave Kelly went over to the Brockton Fair and hunted all day to see if he could find the Mexican Hairless Pup, but came back disappointed. He even went over twice more after that, but with the same result. Well, Dave, you sure surprise us by going all the way to Brockton when some of the world's most noted dog fanciers are right here in your home



Charlie Knaus built this house in his spare moments

town. If you really want to see or buy a Hairless Pup, call around any time and see Sam Gladding.

Some of the firemen at the last fire were so rigged up with rubber boots on the wrong feet and hats on backside to that you had to look twice to see which way they were going.

Gray was seen at the Brockton Fair, too. Oh, yes, watching the fireworks as usual.

Some of the additions to Jim Houlihan's worries are five new jitneys and a Chevrolet coupe.

Michael Duffy and family recently made a trip over the Mohawk Trail with Officer Egan and family. Officer Egan formerly worked on No. 5 machine.

John Folan is now working in DVX2 and says he feels as if he had come home again after a long vacation.

DMT welcomes the following new members: Roland J. Perry, Anthony Feeney, John Flaherty, Jim Clancy.

Well, well! Pete Folan had his crows on exhibition at the Brockton Fair. Pete's specialty was a white crow. The crowd were falling all over each other to get a look at the pretty bird and also the blue ribbon dangling from the cage. They called Pete up twice and told him to come over and move the eggs so the poor birds could have some room.

DMT is sure a fast-growing concern. They are represented at night now as well as in the day time. "Gas" Nardine is on the head end steering the iron goat. Eddie Fitz was so fond of the shady places in the day time that he was promoted to the position of crew dispatcher on the Owl Express.

John Costello has been bitten by the racing bug. He raced down to Lawrence over Labor Day to see the races at Rockingham, and went down again since when there were no races just to be near the place. Over the 12th he decided to go down again and then decided not to. He decided both ways four different times, but the temptation was too great and he was right on the job. He sure can cut some capers with the jitney. John forked one of the goats recently and performed a stunt that no one can duplicate and remain intact except Jim Houlihan himself.

For advance information on all the big fights, see Colman Howe. He always picks the winner.

Steve Smith's car is being rejuvenated with a new coat of paint.

Frank Phillips has started his large four-car garage on East street.

Now that the hunting season is here, Mike Burke is looking for a few stray dogs. Anyone wanting someone to practice on their or anyone else's dog, see Mike.

Jim Geary and Walter Durette spent several weeks planning a trip to the Brockton Fair, and then didn't get there after all. Better luck next year, boys.

Arthur Doderer is taking dancing lessons in Pawtucket in his spare time.



August Linde's Garden, Taken in Late October. Note the Roses at Top of Photo.

Les Howard and Joe Doyle, both of DP, at Camp Devens



Bob Morse spent the holiday at Old Orchard Beach. James Porter is a new employee at DVX1.

Wilmer Wiggin's house in Walpole is undergoing extensive alterations.

Arthur Hassler is driving the new Tractor at DVX2.

Maurice Coughlin of FXG is managing the strong Walpole Town football team. The stars of said team it has been rumored are: H. Higgins of DF and Bob Turner of CX, formerly of Maine University.

Ralph Wilkins and Herbert Schaier are the Main Mill representatives on the Bird Club membership committee.

"The Plus or Minus 4's," headed by two popular boys in their own estimation in the laboratory, wish to challenge a certain organization known as the "Strate Ates" to a peanut race at their Hallowe'en party to be held at the Hotel Berkshire at the "Bogs." Gladys Duncan, please take notice!

Was it because Ralph Wilkins got cold feet on the Charleston at the Bird Club Banquet that John Burke did not come across with his latest song hit, "Let Me Call You Sweetheart, I'm in Love With You"?

Engineering

John Maitland
John Bache

John Burhoe
Joseph Sheehan

Jesse King has returned from his vacation, which he spent in Maine.

Roy Gardner spent his holiday week-end at Pocasset. Fishing was good, reports Roy, but scallops scarce.

Dave Regan, Sr., was lucky as usual, winning a little loose change on the World's Series. But, will he get the money? He lost the winning ticket. Who has it?

John Graney has been away on a business trip to New Hampshire.

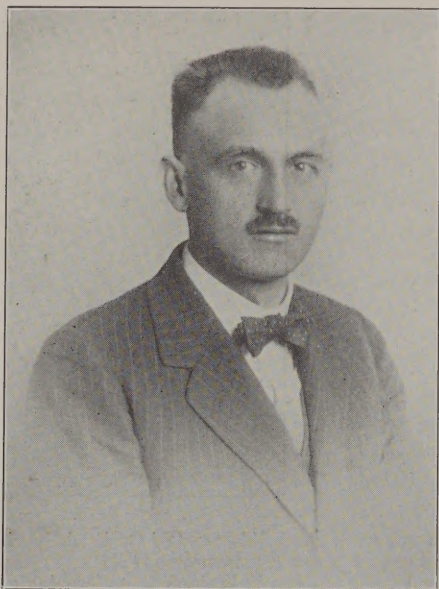
We are all glad to see Ed Geraghty back at work again after many weeks' absence, due to a broken elbow.

Time drags for Wilbur Fay while he polishes up his 12 gauge, waiting for the hunting season.

John Bradley and Bill Doyle have gone into the wrecking business, and hope to keep the home fires burning as a result of their enterprise. C. Rafuse is reported to be either a customer or a new member of the firm.

No, the presence of beards in EMM does not indicate the rise of the Bolsheviks. A contribution box will be placed near the bulletin board for those who desire to aid in the disappearance of this facial shrubbery.

Hi, ho, the merri! Jack Smith has got a new car! It's a Flint sedan this time, boys. Not that he was in need of it, of course, for the old Essex was still able to make Morse Hill in low—maybe. The old bus is now doing service for a professor in the Carney hospital.



W. G. Greenhill, Canadian salesman

Harold Phalen came into his own during the month when he played for the first time in a real orchestra at the Bird Club Banquet.

We are glad to welcome Pat O'Toole as a member in EML.

Joe Engley has returned from his vacation and reports good fishing, as the picture in next month's *Review* will prove.

Fred Viteze is a newcomer in EME.

Dan McDavitt has been confined to his home for the last few weeks. Hope to see you back again soon, Dan.

We are glad to welcome Ernest Alexander back to work after his illness.

Bartley O'Donnell, EMY, is now Professor Bartoli O'Donnell. Since his recent inheritance of the Bird Club piano he has hung out his shingle as a teacher-of-piano. Absolute guarantee that you will master the entire keyboard of seven workable notes in one week.

Dave Regan, Jr., Casey Robertson, George Eisner and Happy Timmins made up a party that went over to the Brockton Fair. They report a highly enjoyable afternoon and evening.

Frank Whitehead, as chairman, Marshall Grant, and John Broadley are serving on the Bird Club membership committee from the engineering departments.

Phillipsdale, R. I., Mill

R. H. Salsbury

D. S. Lowry

J. H. Nolan

Our society editor reports that Mr. and Mrs. August Lopes were recently seen at the Brockton Fair Grounds looking at what there was to see.

While we are on society notes we should also mention that it has been reported that Messrs. Clifford Banks, "Red" Harrington, Darrell Richardson, and Anthony Perry have been attending the weekly sessions of a local dancing school. Just what this will lead up to we aren't quite sure. We have a suspicion that Clarence Pierson was also there, for the Benefit Association has just received a bill for repairing a couple of his toes.

The ball-bearing toothbrush was awarded this month to George Madden who ate up Fergus Christie's lunch by mistake and didn't realize it until he was half-way through the third onion.

Helge Holter found a crystal set in the papers. This makes a total of six for him now, but we understand he has heard of better things and has lately bought a two-tube set.

Walter Gill has been so used to having his teeth ache that even now when he is using his store teeth he thinks that one of the big ones in back is still aching.

Oscar Anderson and Clarence Frey have gone into contracting as a side line. They bought one of the old buildings at Hunt's Mills and after tearing it down expect to move the good lumber away and build eight or nine garages with it. We understand that they have taken options on several old buildings on South Water street to work on after this job is completed.

About the only new car this month is the Oakland coupe brought around by the "Sheik of Phillipsdale," Fred Rogers. He claims it is running all right, but even an Oakland runs out of gas.

That ambitious Ford of Joe Doyle's tried to climb up the side of a hydrant at the corner of Broadway and Massasoit avenue with the result that the hydrant fell over and the Ford got one of the best internal washings that ever a Ford did get.

Mr. J. H. Nolan, our worthy storekeeper, has thrown his hat into the political ring by announcing his candidacy for Councilman of the First District of East Providence on the Democratic ticket. We don't know who the other Democrat is in East Providence, but we hope he votes for John, anyway.

Fergus Christie received a special award of \$10 for a suggestion on repairing the bed knife holders. Ten dollars, we think, is not to be sneered at. A little thought on your part may bring you a like amount if you will set it down on paper and put it in a suggestion box.

The parking space has been so cluttered up with machines that we have started to build a new 12-car garage. This will make 22 stalls at Phillipsdale, all of which are in use.

BOX FACTORIES

East Walpole, Mass.

Malcolm Mars
Albert Hammond
George Holland
Florence Slaney

Earl Hansen
Will Evans
Charles Mutch
Mary Driscoll

We were very sorry to hear of the death of Mary Long's father.

Bill Ingram is a new member in FFXF.

It is reported that some low-life cut the wires on Bullet White's radio. And during the World's Series, too.

Mary Sameski spent three weeks recently with friends in Pennsylvania.



Frances Jarrett and
Bert Page, both of
Hamilton

Wanted, a map of Brockton for Mollie Killion and Helvi Letonen, so they won't get lost at next year's fair.

Sadie Elias has returned to work after four weeks' absence, following an automobile accident. Glad to see you back, Sadie.

Mary O'Malley has been home sick for the past few weeks. Hope to see her back soon.

FXG says "howdy" to Albert Morse of Nova Scotia, and hopes he will enjoy it here.

We are all glad to see Axel Cristensen, FXC, back again after his illness.

Napoleon LaCasse and Henry Dowdie spent Columbus day at the Rockingham Speedway.

Horace Marcy and Amos Dickson spent a week-end at Niagara Falls recently.

Jim Houlihan, DMT, and Al Doudie took a trip to Indian Orchard in Jim's new buggy during the month.

John Powers and John Hurley took in the B. C.-Fordham game on Columbus day, and report an A1 time.

Sam Gladding took his two weeks during the first part of the month, spending the first one at the Brockton Fair, dispensing the succulent super-heated canine.

Belated but nevertheless sincere congratulations to Mr. and Mrs. Frank O'Neil on the arrival of a baby boy, Robert Joseph, on September 7, weight ten pounds four ounces.

Charlie Haak and Lawrence Johnson report a thrilling experience recently. These two gentlemen, with their wives, went a'camping near Magnolia. In order to make their tents seem more cheerful and less lonesome, they burned candles all night, even while sleeping.

About 3.30 Charlie awakened and started thumping the side of the tent. The candle had burned out and upon lighting another the party beheld a lovely black and white tail protruding from under Lawrence's cot. It was one exciting night, and needless to say the welcome (?) guest had the freedom of the tent.

BUILDING AND ROOFING MILLS AND OFFICES

Norwood, Mass., Mill

Harry Dresser
C. J. Watson

H. F. Everett
L. M. Pratt

Admiral Dennis Driscoll is back home after a voyage to the Norwood Hospital, where he underwent an operation. From all reports Dinny had a very pleasant trip and made port in fine shape.

The new bridge across the Neponset River between FF and FB will be completed about October 30 and will be a great improvement over the old bridge. The new bridge is so laid out that the dangerous curve at the nail and cap building has been corrected.

Tony Mills told the telephone operator that his number was FBM7. Perhaps she didn't believe him, but you are right, Tony, and you just stick to it.

Ray Call is back again after a siege of the "grippe." Bad stuff to have. Leaves a person pretty weak for some time. Watch out for it and don't take a chance. See the nurse at once.

The 250,000-gallon reinforced concrete reservoir for water storage for the FB and FF fire pump is coming along nicely. Work on the concrete roof will soon be started. The new storage tank on top of the hill will soon be started also. This will take care of the sprinklers at FF.

The new equipment for making plastic cement, which is located in FB5 has been tried out and has proved successful. It is now proposed to move the can filling and sealing machinery from FB2 to FB5.

George Smith and Alden Boothby are the Building and Roofing men on the Bird Club membership committee.

Did you ever see Jep in a dress suit? Believe us, he looks cute. He claims that it only took him a week to get used to

Henry Morman,
Chicago master
mechanic, and
his family.



the blooming thing, but that the monocle wouldn't fit his left eye.

Jock Graham took in the boat races off Gloucester over Columbus Day.

Our farmer-machine tender on No. 1 has lost his second horse within a short time. Pat says now that he will farm with the aid of a Ford.

Joe Alunewich, FBPM7, who was hurt in an auto accident in Winchendon on Labor Day, is now able to be around.

Ladislau Karkota has been advanced to operator on the paint section of FBPM5 and Frank Mazzocca has been transferred from Lock-Butt shingle finishing to paint mixer on No. 5.

Ralph Kemp's new house on East street is fast approaching completion. Looks as though he would be able to eat his Thanksgiving dinner there.

Joe Kowaleski, FBF, attended the Kosciusko celebration in Boston recently and was very much impressed by Governor Fuller's speech on the "Polish patriot."

James Marcus is back on the job again after an accidental squeeze of his hand on the pull rolls. He is a safety-first booster now.

Mike Mohan and Mary Friary make a fast team on nail packing. Andy Manimon encourages them with friendly advice now and then.

We extend our sincere sympathy to Andy Manimon on the death of his mother recently.

Carl Peterson spent the holiday week-end at the Gloucester fisherman's races. Pete is an old-time fisherman himself.

Herb Loring, former
Bird & Son worker,
and Bob Brebach,
Chicago sales corre-
spondent, doing ac-
quatic acrobatics.





Norio Ackabello,
of FF, with his
piano-accordion.

Chicago Mill and Office

W. W. Wilson

Mrs. G. Prairie

B. H. Roberts

John Matcha and Jack Clifford of the Mill beat Ben Roberts and Howard Hanna of the Office in the finals of the Horse Shoe Tournament, but it wasn't as easy as it was in previous years. The Office is now saying: "Watch us next year."

P. J. Anderson, who has covered the state of Nebraska for the past year and a half, is now stationed in Southern Ohio.

The Mill Bowlers are entered in the Business Men's League for this year. Messrs. Matcha, Morman, Voltmer, George and Jansen compose the regular team.

Miss "Tommy" Thompson of our Stenographic department is back at her desk after her recent operation for appendicitis.

The crews on both of our machines have had several "non-stop" runs this month. No. 2 Machine crew had five in a row.

Our September tonnage shipped exceeded that of last September by 18.9%, and with October starting off with a great many cars on hand, we all figure that this month too, will exceed considerably the tonnage shipped for the corresponding month of last year.

D. A. Chase came, saw and conquered in his tennis match, thereby giving the Chase family the undisputed tennis championship of the Bird Mills. Although forced to wear rubbers because of the damp condition of the court, his head work in placing his return shots into the puddles provided a splashing experience to his opponents. Mark Hanna teamed with Mr. Chase in the match.

We were glad to see Messrs. Reiss and Bandy of the Guarantee Roofing Company of Huron, South Dakota, who dropped in for a visit recently.

"Al" Bohnenberger will soon be living in his home in Oak Lawn.

Jesse Tuscher is a firm believer in live and learn, particularly at bridge.

Earl Clark is attending the Direct Mail Advertising Convention in Detroit this week.

Going Henry Ford *two* better, the mill was forced to run both machines Sunday.

Harold Altman of our Accounting department is sporting a new Chevrolet coupe.

This has been a month of visitors for the Hamilton office—Mr. Banks, master mechanic of the Phillipsdale plant, was the first to call on us on his way through to Toronto. We

are always glad to see fellow-workers from the United States plants.

We were very glad to have Marjorie Simpson drop in to see us while holidaying in Hamilton.

D. P. Hatch and W. R. McNeil came up for a day from Montreal; R. C. Crooker, G. W. Frazer and C. P. Cowan, also from the Montreal office, spent a couple of days with us.

The couple of weeks Bert Page spent in Montreal did not have the proper effect as we are sorry to report that the doctor has ordered a month of complete rest.

The Hamilton office wish to extend through the *Review* their sincere sympathy to Miss K. Barker in the loss of her grandmother.

F. Devine of the mill had a very bad fall from a ladder while painting and sustained severe bruises to his back, and although he is in a cast yet is coming along fine.

Wes. Clark must have walked under a ladder, had a black cat cross his path or some such bad omen, when he attended the Rugby Game on Saturday (which was the beginning of a week's holiday), because on his way home his brakes refused to work on a car track which resulted in his crashing into a truck. However, we hear it has been repaired and he is enjoying his vacation in the country.

We are glad to have George C. Schnabel back in the office with us after spending several months covering a portion of Ontario.

Miss K. Barker, best known to us as "Barkey," comes in yawning these mornings and we understand the reason is the installation of a new radio at her home in Dundas, where they take the sidewalks in at 10.00 o'clock.

FLOOR COVERING PLANT AND OFFICES

Norwood, Mass., Plant

L. J. Latham
Tom Rogers

G. L. Staples
Carl Johnson

Frank Sutherland

Try to talk designs, colors, patterns, displays or anything else with Jack Alcott. Nothing doing. Jack has only one subject to rave about and that is John E., Jr., who arrived October 19. We expect to see some dizzy patterns on Jack's work bench for the next few weeks. Joking aside, though, we extend a hearty welcome to the newcomer.

Sheehan's samples of apples that he was selling were very good while they lasted, but he concluded that the boys' tastes were too good and their pocketbooks too tight; hence they fish in Aldo's bag for other fruits.

John Eppich of FFC took in the first game of the World Series. Johnny says it is the same "Little Old N'Yawk."

John Goodwin is taking a belated vacation.

Hubert Smith has transferred from FFD to FFF.



Whoops! Neponset makes a corking shoot-the-chutes. And it hasn't worn out yet!

Mike Shergals has changed the color of the "annual" sweater. It is brown instead of red, this year. Looks as though he traded with Frank Amerkevicz.

The cut order department of FFF has been mighty busy getting out orders for all the Bird & Son newly-weds.

Andrew Stupek is all moved into his new home, and ditto for Santo Damico. Expect a double house-warming soon.

By the way, Santo invited Joe Waxemovicz for a ride home in his car. Joe lives at St. James street, but Santo took him to Dean street and he had to jump for it, and then walk back. Joe ought to take lessons in how to disembark from a moving vehicle, or he'll need to eat his meals standing up.

Clarence Hagman took a mountain tour during late September, and reports a fine trip.

We have a budding stage star at FFF. The Dedham Legion has chosen Ed Campbell for their leading man in the coming musical comedy, "Cinderella."

Nunzi Famingletti has bought Long's house on Washington street, near Mylod.

Wilma Reardon of the office spent her vacation at Philadelphia and points South.

Some of the boys forgot that all departments did not work on October 11, and just to be sociable or to prove that they could come in on a Monday, showed up and then went home.

Nick, otherwise "I-watch", Puopolo has developed into quite a trumpeter, and can blow bugle calls on a five-foot piece of one-inch pipe.

We welcome to FFF Joseph Howard of South Braintree and Leo Clarklin of Quincy.

Syd Taylor has returned to work after a two weeks' vacation.

Elton Hamilton is now night foreman at FFF.

Howard Hewins has graduated from a Ford touring car to a Chrysler coupe.

Charles Flower of FFM has returned from a week's vacation. Congratulations to Mr. and Mrs. Lyman Small on the arrival of a baby girl, October 7.

Carl Johnson and Ira Goding of FFM went to the Sesqui-Centennial recently and report a mighty fine trip.

CHICAGO OFFICE

B. I. Hindmarsh

Lillian Moe

The entire Chicago Floor Covering office extend its sincere sympathy to Miss Frymark in the loss of her mother.

We welcome into our office organization Helen Madden, who is working for B. I. Hindmarsh, and Gladys Kamin, who is doing stenographic work for G. R. Groendyke and W. R. Williams.

F. P. Smith, winner of the July prize contest, C. E. Tyson and R. W. Westcott spent the first week of October at the Rug Opening in New York. F. P. reports a very successful trip as he secured tickets for both of the series games.

B. I. Hindmarsh returned from a week's trip through the South with R. W. Duvall, Southern Field-Manager. They both say prospects look very good. They were entertained in Houston by R. A. Kent, Southern Texas representative, and his family and Mr. Hindmarsh is still talking about the great time they had.

"Big Bad Bill" is "Sweet William" now that the "family Ford" has been replaced by a spotless, high-powered Chevrolet. It took Bill O'Connell, Chicago North side salesman, a little while to conquer this "horseless buggy," but like Bird & Son and their dealers, Bill and his new acquisition are cooperating splendidly.

The use of our water-tank as a background for a sign, "The Home of Bird's Roofs," can be seen in all directions from the mill.

The idle man is like an idle machine. It destroys itself very quickly.

—Marden.

It is the easiest thing in the world for a man to deceive himself.

—Benjamin Franklin.

Home Building News



Bill Wilson's house under construction at Morgan Park, Chicago

THIS month, for the picture in the home building column, we are leaving East Walpole and vicinity, and going to Chicago. The photo above is that of Bill Wilson's house at 107th place, near Hayne avenue, Morgan Park, Chicago.

The home is the Wilsons' own planning and is a "1927 model." It has everything—including Bird's Neponset Twin Art-Blende shingles.

Here are some of the most recent activities in the local real estate market:

Peter M. Cook has purchased of the Walpole Home Building Company the property at 20 Sumner street, Norwood. This consists of 15,818 square feet of land and a small bungalow.

Gunnar Gottberg has started the erection of a house at Westview, Sumner street, Norwood. Mr. Gottberg purchased this lot from the Walpole Home Building Company about one year ago.

Wilmer C. Wiggin is installing modern improvements at his residence, 314 Common street, Walpole.

Arthur E. Cobb has started to build another house on Gould avenue, East Walpole.

Ralph B. Kemp and family have moved from Norwood into their new home at the corner of East and June streets, East Walpole.

Ralph M. Wight has moved into his new house at the Walpole Home Building Company development, Pleasant street, East Walpole.

F. P. Reynolds has moved from 264 Pleasant street to the house at 63 Rhoades avenue, East Walpole, formerly occupied by R. M. Wight.

Roy M. Springer and family will move about November 1 into their new home on Woodland road, East Walpole. This is the new street at the Walpole Home Building Company development near the Bird Club.

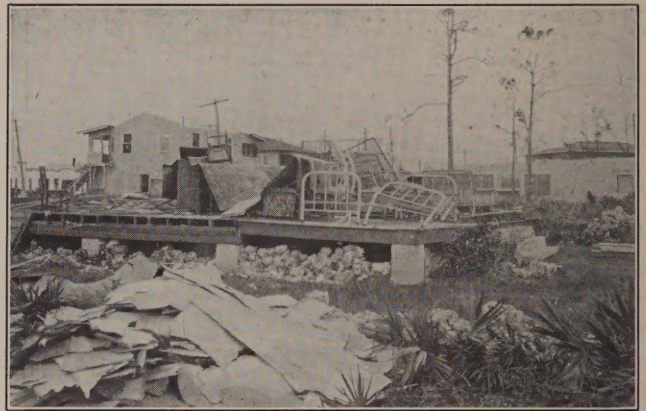
Joseph Howard of the Floor Covering Plant has moved from Braintree to 46 Rock Hill street, Norwood.

Albert Hammond has purchased from Mrs. Herbert Taylor her residence at 35 Walcott avenue, East Walpole. Mrs. Taylor, who has resided in East Walpole for many years, has moved to Worcester.

The Walpole Home Building Company has some desirable lots for sale on Woodland road, Moose Hill road, Pleasant street, June street and Union street, East Walpole. Also lots on Washington street near Mylod street, Norwood, and at "Westview," Sumner street, Norwood.

The Walpole Home Building Company will be glad to help you plan, finance, or build your home.

First Hand "Dope" on the Florida Hurricane



Some scenes from Florida, taken after the recent hurricane. The small photo is of William K. Churchill, for many years treasurer of Bird & Son, taken in the doorway of his shack, which survived the storm. Of the large photos, the top one was sent in by J. H. Van Hoy, and shows the extent of the damage to dwelling houses. The other was sent in by Jim Stowell, and shows what was left of the Foxworthy and Lee Furniture Company's warehouse at Fort Meyers.

THE recent hurricane in Florida brought many items of interest to Bird & Son workers.

From the many photos sent in, the *Review* is using three. One of these shows William K. Churchill, for many years treasurer of Bird & Son, standing in the doorway of his Neponset Roofed shack, which came through the storm practically intact. A letter from Mr. Churchill follows shortly.

The photo showing the most extreme wreckage is from Jim Stowell, Floor Covering salesman in Florida. It is a picture of what was the warehouse of the Foxworthy and Lee Furniture Co., our dealers in Fort Myers. The building was wrecked in the amount of \$35,000 of which less than \$3000 was salvaged.

The picture of the "open air bedroom" was sent in by J. H. Van Hoy, Building and Roofing salesman, and was taken at Miami.

Here is Mr. Churchill's letter:

Pompano, Fla.

Dear Peggy:

Have been "going" to write the past month, especially since the hurricane—gracious, such a calamity!

It began in the early morning—woke me a-howling. I stayed up an hour or so. The northerly eave gutter half torn off and making mighty whacks against the house; the shed

apparently O.K., but I guess the roof had gone—it was so dark and thick, couldn't make sure. Went to bed concluding I couldn't do anything.

Before retiring the night before, Miss Havenstreet said the paper of that day said that the gale was approaching and warned people to get ready for it. I shut tight all windows and doors and, on getting up in the morning, found the storm "on"—full tilt. While standing at a window where I could look out on the shed, saw its roof crash into the air in fragments and shoot to the leeward, and then the walls went! I expected the garage would go next, but what was a fellow to do? The pressure (125 miles an hour) wouldn't permit of anyone going out, and where to? The air was full of sand and spume. Wonderful! to say, the shack, windows and all came through, with the loss of the north gutter and the screen door at the entrance wrenched off. The shed walls did not go far, but the roof in fragments was strewn towards the canal.

To my surprise, on looking for my neighbors' cottages, seven of them had disappeared.

Fearing a rainstorm, everybody got busy to protect their beds, bedding, furniture, etc., and we had a whole week to work in—busy, oh, so busy, hardly time to eat! I've only three boxes and a workbench left out, exposed to the elements, and some small stuff buried in the debris—yes, some lumber and a large box of fertilizer. My out-of-doors pump was broken—the handle. Looks as though I'll have to build a shed for needed room.

This is the first day I've seen any birds and, oh, joy! tonight my old callers of about ten young quail showed up.

I'm afraid you'll have a job to read this. I haven't been to town but once since the breeze and got back as quick as I could. The H's are down here daily and bring my bread (when they can get it) and mail.



BIRD NEPONSET PRODUCTS



Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Hexagonal Twins Lock-Butt Individuals
Giant Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases NEPONSET Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Black Tube Paper Torch Paper
Bird Wadding Gray Index Cardboard Felt Papers for Special Purposes

BIRD & SON, inc.

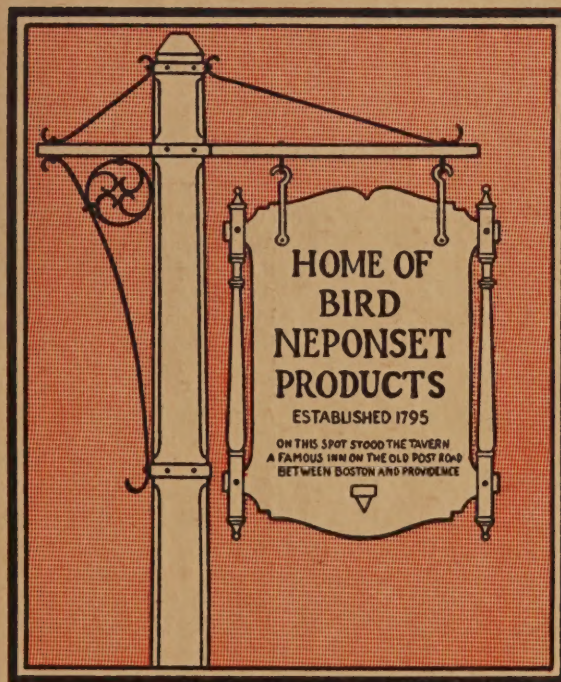
Established 1795

EAST WALPOLE, MASS.



Bird's NEPONSET *Review*

Edited and Planned by Employees of
BIRD & SON, inc.
East Walpole, Mass.



VOL. XIV NO. 12

DECEMBER 1926



BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Philadelphia,
Atlanta, San Francisco, Minneapolis,
Columbus

Warehouses
New York, Chicago, Philadelphia, Detroit,
St. Paul, Atlanta, Dallas, St. Louis, Indianapolis
Houston, San Francisco, Seattle, Los Angeles

Officers and Directors

President CHARLES S. BIRD

Vice-President, PHILIP R. ALLEN

Sec. and Treas., HERBERT H. MILLER

General Sales Mgr., PHILIP R. ALLEN
Asst. to Vice-Pres., RICHARD C. FLOYD

Roofing Sales Division
Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales Division
Manager, CHESTER H. ANDREWS
Special Paper Sales Division
Manager, ELMER H. BARTLETT

Western Roofing Division
Manager, FREDERICK H. HIRD
Assistant, WILLIAM W. WILSON
Superintendent Chicago Plant, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, DONALD A. CHASE

General Manufacturing Mgr., GEORGE R. WYMAN
Asst. Manufacturing Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS
Asst. Treasurer and Credits, DIMON E. MERRILL
Auditor, AXEL H. ANDERSON

BIRD AND SON SALES CORPORATION

(Floor Covering Sales)

Officers and Directors

President, PHILIP R. ALLEN

Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.

Sec. and Treas., HERBERT H. MILLER

Eastern Manager, WILLIAM B. ROGERS, JR.

Western Manager, RALPH W. WESTCOTT

Pacific Coast Manager, L. W. PROUTY

Makers of Quality Products Since 1795

BIRD'S NEPONSET REVIEW

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The Why and How of Warehouses

WHY is a warehouse, anyway? Why does Bird & Son maintain warehouses from East Walpole to Seattle? There are a good many answers to this question, and together they make a rather interesting story.

Any business sells itself, and its products, on three points—quality, service, and price.

“Quality” and “Bird Products” are synonymous. So much for that. That leaves service, and service is the brief answer to the “why” of warehouses.

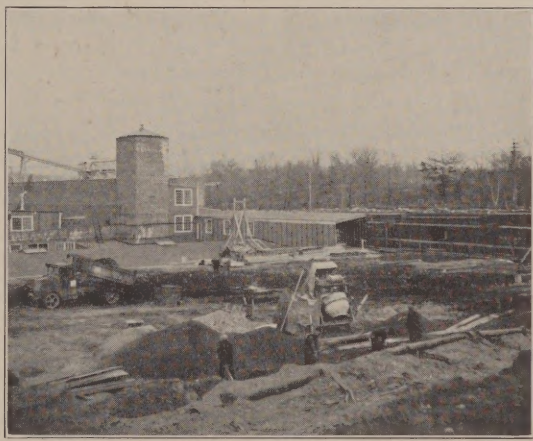
things being equal, that company gets the dealer's business.

Seeing the need of warehouses, then, Bird & Son has gradually been creating these Floor Covering “service stations” throughout the country, and in addition, has been enlarging its own warehousing facilities at East Walpole and Norwood.

But just what is the procedure in running a storage place? Well, first of all you must catch



Loading freight cars at the Floor Covering Warehouse, Norwood Plant



Working on the foundations of the new warehouse, Norwood Plant

A few years ago, the average Floor Covering retailer or dealer was content to order his entire stock of any particular line of goods once or twice a year. Now this practice has died out, and the present-day retailer carries as small a stock as possible. This means that he must make frequent calls on the manufacturer to replenish his goods.

When the dealer makes such a call, he expects quick service. How are we going to give it to him? Bird & Son makes heavy goods. They must be shipped by freight, which is a slow process. The Floor Covering dealer who is holding a sale and has a “run” on a pattern certainly can not wait for a week or more to get some more of that pattern.

The growing use of the automobile and the establishment of good roads has furnished him with the means of getting goods to his store quickly and economically. If a company has a factory, or a warehouse, fairly close at hand, other

your warehouse. There are, in every large city, and particularly those located at points in the center of a large selling area, men who call themselves “public warehousemen.” These men own large storage buildings. Space of any size in these buildings is for rent, the same as apartments in an apartment house, at so much per month or year.

After making sure that the warehouseman is reliable, Bird & Son rents an “apartment” or so much floor space. The warehouseman guarantees safe storage, promises to provide facilities for moving goods in and out of the warehouse, and undertakes to keep us informed, in one way or another, as to how much stock we have on hand.

Now, having got our warehouse, or stockroom, we must proceed to fill it up. An estimate is made of the probable needs of the territory which the warehouse serves, and two, three, or even more carloads of Floor Covering are consigned to the storehouse. Which brings us to another

reason for their existence. Goods can be shipped to the warehouse at carload rates. Small orders can then be reshipped to the customer at much less cost than would otherwise be the case.

With a well stocked warehouse to call upon, the merchant is provided with a "filling station" where he may at any time replenish his stock, either in full or in part.

But at the same time, and for the same reasons that warehouses are essential as "filling stations" for the merchants, the same kind of places must be provided to keep the warehouses themselves stocked. Thus there has been growing up in our own plants, commodious and well-planned storehouses, where goods are kept until called for by merchants or by warehouses.

Within approximately five years we have seen the erection of enlarged storage facilities beyond the No. 1 Box Shop and beyond No. 5 paper machine, and the erection of the new building in the mill office yard at East Walpole. Floor Covering has twice enlarged its storage facilities. At the Norwood Building and Roofing plant a new storehouse is now under construction. And Chicago is going ahead with an addition to its present storing facilities.



Good Fellowship Still Going

Strong at Bird Club "Times"

WITH another crowd of over 80 good fellows present, the Bird Club presented its second get-together of the season at the Gymnasium Thursday evening, November 18.

The affair started at about 8 p. m. with three of the Variety entertainers, a banjoist, a violinist and an accordionist, who ascended from the depths to the hall and stage and "isted" a few nifty selections. Then, and rather as a surprise, ascended that "red-faced" singer, to add to the enjoyment.

Next in line came Arthur Field with a flock of good jokes. He certainly kept the crowd roaring. And last, but not least, for there was no least, came Silent Mora, the comedy magician. Has the chairman found any more coins in his ear?

Hot doughnuts, sandwiches, apples, sweet cider, and hot coffee now came forth and duly disappeared down eighty-odd caverns.

Says a new member: "We've certainly got to hand it to Roy Springer, chairman, and his fellow committee-men, Sam Gladding, John Burke, Harry Dresser and Frank Sutherland for the right good time given at the Gym. Mike Hawkins has certainly got something to think about to give us as good a time on December 17. Let's all be there and see if he does!"

Winner of Suggestion Race is

Still Doubtful; Tie for First

NEVER before has the annual Suggestion Contest proved to be such an exciting race as it has this year. Not so long ago John Wosner looked like a sure winner. J. S. Walker was second, and Joseph Campanio was tied for third place. Then Campanio forged ahead to second place, Wosner holding the lead, and Walker dropping to third.

Now, following the November meeting of the Suggestion Committee, Wosner, FBP and Walker, EMT, each with eleven accepted suggestions, are tied for first place. Campanio is in second place, with ten accepted, and right behind him comes Louis Maida, FXO, who now has nine accepted suggestions.

Thus it is that we now shut off our prophetic loud speaker, and say merely that we haven't the least idea who is going to come out on top.

Eighty-one suggestions were submitted at the last meeting, of which 14 were accepted. The small percentage to pass muster is due somewhat to the growing practice of just sending in any old idea that happens to come into one's head. It is not the desire of the committee to in any way limit the number of good suggestions that are sent in. Of course, not every suggestion can be accepted. But the percentage will be much higher if the suggestor thinks it out beforehand, asks his foreman for advice, or calls in Harry Mann to give his opinion.

To do any one, or better, all three of these things, gives your idea a much better chance.

The following suggestions were accepted at the November meeting:

Malleable iron for index paper cores	John Broadley, EMM
Extra hole in shipping platform	Arthur Connolly, FXG
Iron stand under paste rolls	Patrick Costello DFW
Extension table at corner cutter	M. F. Dunton, FXF
Improvement to Bird screen dump valves	L. C. Gardner, EMM
Pin weight on shipper rod	Louis Giompietro, FFM
Reverse FX2 elevator locking rod	John Lydon, FXT
Cable to stop conveyor	Louis Maida, FXO
Remove platform over drain	Louis Maida, FXO
Rack for slitter shafts	Louis Maida, FXO
Sizes on cases	Frank O'Neil, FXR
Safety tread threshold, lower door DF1	J. S. Walker, EMT
Protect floor at DF1 elevator	J. S. Walker, EMT
Cement platform for motor	Lewis Walter, FXF



He that rises again quickly and continues the race is as if he had never fallen.

—Molineux.

The virtue lies in the struggle, not in the prize.

—Lord Houghton.

Be of courage; that is the main thing.

—Thoreau.

Men are born to succeed, not to fail.

—Thoreau.

Phillipsdale Places Fifth in Mill Contest

The Paper Industry, of Chicago

in conjunction with the
National Safety Council

Certificate of Merit

awarded to

Phillipsdale Mill, Phillipsdale, R. I.

of the

Bird & Son, Inc.

This Certificate is awarded as a deserved expression of appreciation of this mill's accident record for the period of eight months, January 1 to August 31, 1926, during which period but 32 days were lost out of 299,070 man hours worked for an average severity rate of .107.

72 Mills Entered



Final Rank No. 5

In witness whereof the publisher of The Paper Industry, and the Managing Director of the National Safety Council have hereunto affixed their signatures this Twenty-Seventh day of October, Nineteen Hundred and Twenty-Six.

Countersigned W. H. Mumford
Managing Director
National Safety Council

Signed Edward B. Litch
Publisher
The Paper Industry, Chicago

TO top the Safety Page this month we are showing the certificate of merit won by the Phillipsdale Mill in the safety contest conducted by the magazine, "The Paper Industry."

Starting in January of this year, the contest was scheduled to run until the end of June. But that period found several mills tied for first place, and the silver cup to be awarded to the winner. A continuation of the battle was declared, and after two months the tie was broken.

Seventy-two mills were entered, with Phillipsdale finishing fifth in the race, having lost but 32 days out of 299,070 man hours worked, for an average severity rate of .107. This certificate of merit was awarded only to the nine mills directly behind the winner, the Neenah Mill of Kimberly Clark Company, Neenah, Wisconsin.

Phillipsdale thus wins a great honor. To compete among seventy-two mills of all sizes, and to come out so near the top of the pile is indeed a great accomplishment.

Hats off to Phillipsdale!

Which brings us to the more up-to-date but not quite so satisfactory story of the accident record in all mills. When you read this there will be less than a month to go in 1926. We have much to be proud of, and some things to be sorry for.

The six months' 100 per cent reduction for January to June of this year was most heartening. The subsequent increase in accidents is not so heartening. Yet, unless we go entirely to pieces, the record for this year will be better than the record for 1925.

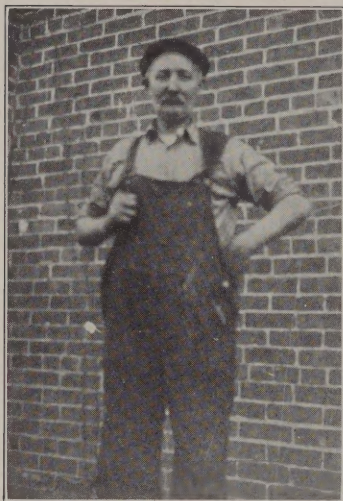
How great the reduction will be it is not possible to say just now. But the fact remains that we did reduce accidents. And if we bettered our 1925 record in 1926, we can better our 1926 record in 1927.

We are going out after accidents "hammer and tongs" in 1927. You will hear more about it in the future. But regardless of the form of the campaign, it will always be true that Bird & Son expects every man, regardless of his job, to do his part in reducing accidents. The fellow who refuses to help is nothing less than a slacker.

Following is the standing of mills for October:

Dept.	No. Emp.	Accidents	Days Lost	Per Cent
FB	227	0	0	1.000
FF	289	0	0	1.000
DP	175	1	8	.953
FXI, 2	326	2	19	.942
EM-ER	146	1	13	.920
DM, DF, DV	250	3	16	.919

Veterans' Service List



August Hildebrandt a
Christmas old-timer

AUGUST Hildebrandt of DMB is this month's old-timer, and has the added distinction also of having his anniversary fall on Christmas day, for it was on December 25, 1889, that August came to work for Bird & Son.

Mr. Hildebrandt has been on the beaters since he first came here, 37 years ago.

Following is a list of those whose fifth and twentieth anniversaries fall during December, together with those who have completed over 20 years' service:

		Yrs.	
August Hildebrandt	12/25/1889	37	Paper Mill
Albert R. Jenkins	12/13/1894	32	Floor Covering
Harry N. Mann	12/1/1901	25	Experimental
Dennis Broderick	12/20/1906	20	Janitor
David Heylin	12/21/1906	20	Box Shop
Catherine Dowdie	12/12/1921	5	Office
Gertrude Meyer	12/12/1921	5	Office
Helen Salisbury	12/12/1921	5	Office
F. S. Reed	12/13/1921	5	Bldg. & Rfg.
Michael Dzurbanick	12/14/1921	5	FFN

•••

Wedding Bells

THE following marriages of interest to Bird & Son people have come to the attention of the *Review* since the last issue:

Miss Alice Nathalie Nichols to Stuart Frederick Walker, Floor Covering Sales, at Farmington, Maine, November 20.

Miss Mabel A. Page to C. A. Delphy, Building and Roofing Mill, at North Reading, October 30.

Miss Nora Foley to Patrick McNulty, Engineering, at St. Catherine's Church, Norwood, October 27.

Miss Blanche Nevins to Nelson Phillips, Floor Covering Plant, at Walpole, November 15.

Miss Beatrice Lavender, Building and Roofing Sales Office, to Maurice Mason, a former Bird & Son fellow-worker, on November 13, at Melrose, Mass.

Seven Percent Dividend is

Distributed by Credit Union

THE usual dividend of seven per cent on shares held in the Neponset Credit Union was declared at the thirteenth annual meeting held in the Lunch Room, East Walpole, November 10. This dividend has already been distributed to members.

The following directors were elected: (for three years), J. J. White, C. D. Savage, George Smith, A. H. Russell, B. D. Rogers; (for one year), A. H. Anderson.

Leo Bernier was elected as the successor of Harry Rouillard, to serve his unexpired term of two years.

It was voted that the amount of an unsecured loan should be: up to \$100 with no co-maker; \$100 to \$300 with one or more endorsers; \$300 to \$1,000 with two or more endorsers.

Other business transacted included: the maximum number of shares to be held by one person was set at 20; the maximum amount to draw interest on any one account was left at \$150; the entrance fee was left at 25 cents on the first share; it was voted that the rate of interest on savings remain at four per cent compounded quarterly and subject to revision as needed, at the discretion of the Board of Directors; it was voted that ten per cent of the gross earnings be put into the guarantee fund.

The following officers and directors have been elected:

Directors: A. C. Urquhart, A. W. Smith, J. J. White, D. J. Cullinane, A. H. Anderson, Charles Savage, B. D. Rogers, G. E. Smith, J. H. Smith, H. H. Miller, L. R. Bernier.

President, A. C. Urquhart; vice-president, J. H. Smith; treasurer, A. W. Smith; clerk, B. R. Taylor.

Auditing Committee: A. H. Russell, A. H. Anderson, B. D. Rogers.

Credit Committee: H. H. Miller, D. J. Cullinane, G. E. Smith.

•••

Cards of Thanks

We wish to thank all our friends for their wedding gift.
Mr. and Mrs. Albert V. Duffy.

Mrs. Lena Sulonen, formerly Lena Anderson, wishes to thank those at FX1 for their beautiful wedding gift.

We wish to thank all our friends for the many beautiful wedding presents which they were so kind as to send us.
Mr. and Mrs. Patrick McNulty.

I wish to thank the firm of Bird & Son, and especially the workers in DMH, for their many kindnesses and the floral tributes sent to me in my recent bereavement.

Mrs. Ellen Linnane.

I wish to express my heartfelt thanks for the many expressions of sympathy I have received, and for the beautiful floral tributes which Bird & Son and the members of the shipping department sent to me in my recent bereavement.

Robert H. Morse.

EIGHT SUBSTITUTES FOR MISERY



RULE NO. 1

EXERCISE EVERY DAY. It is not necessary to go to a gymnasium or do anything violent. Most of us would refuse. But a few simple bending and stretching exercises upon arising and before retiring would do wonders. The idea is not to make it difficult for us, but to create enough activity to increase the action of the heart and accelerate the blood stream and the action of the respiratory organs which eliminate the poisons from the system. A brisk walk in the open air is a splendid exercise.



RULE NO. 2

STRIVE FOR A BALANCED MEAL. That is, eat meat moderately and insist upon different kinds of well-cooked fresh vegetables and fruits. A baked apple is worth a whole pie, and a raw apple is worth even more. Eat spinach, cabbage, carrots, beets, onions, lettuce and celery plentifully.



RULE NO. 3

GET PLENTY OF FRESH AIR. Do not be afraid of open windows. It is the person who lives with windows sealed up who always has the cold. Sleep with the windows wide open. This does no harm as long as the clothing is warm, light and porous.



RULE NO. 4

EAT REGULARLY. Establish, as nearly as possible, a regular time for each meal. Eat three sensibly chosen meals a day and do not overload the stomach with foods between meals. When hungry between meals, try a glass of water. It may not be as satisfying as a steak, but it will do you more good.

RULE NO. 5



DRINK PLENTY OF WATER daily, but not with meals. Using water to wash unchewed food down the throat requires the stomach to do the work intended for the teeth and saliva in the mouth. A cow is fitted to take care of all digestion in the stomach. A human being must allow the teeth, tongue and saliva to start the process of digestion. One health faddist has written a thick book which treats of but one subject throughout, namely: **CHEW YOUR FOOD** and chew it slowly.



RULE NO. 6

START THE DAY WITH SOME FRUIT, such as an orange or grapefruit at breakfast. Never eat a breakfast without some fruit. Eat a coarse cereal every morning, such as bran. This is one of the finest regulators and will keep the intestines cleared of the poisons the body automatically throws out of the blood stream.



RULE NO. 7

SIT, STAND AND WALK ERECT. Do not slump. Sitting in a cramped position prevents the stomach and intestines from performing their natural functions and auto-intoxication or self-poisoning results.



RULE NO. 8

BE CHEERFUL. DON'T WORRY. The mind has an effect on the body. "Take it easy and you'll last longer," is an excellent slogan.

Bird & Son Salesmen's Page

WELL, let's see, we started off last month with something from Roofing, so this month we'll give Floor Covering the lead. Art Stukey writes in from New Jersey to say:

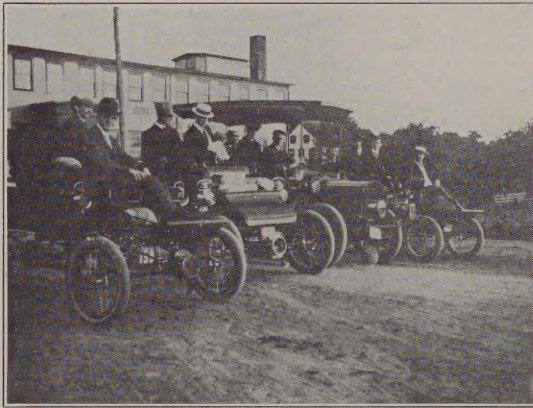
I was calling on a dealer the other day, and as we were talking, a woman, apparently of foreign extraction, walked in. The dealer, whom we will call Charlie, got up to wait on her.

"Me wanna see floor-cloth for cover da floor," she said.

Right away Charlie took her over to a row of smiling Neponset patterns, and began to tell her he had just what she wanted. She stepped over to examine the merchandise and began feeling the texture.

"Ugh," says she "tar-paper—me no want tar-paper, too cheapa stuff."

He tried to sell her inlaid, but the price was too high for



A "Meet-up" way back in 1905. Photo taken just back of Wrentham Station. Party in hopes of reaching Mr. Allen's camp at Lake Pearl. Left to right: Dexter Randall, H. H. Miller, J. Brown Hanscom, George W. Towle, Jr., W. R. McNeil, Edmund Reeves (chauffeur), E. H. Bartlett, Philip W. Hamill (Chicago representative), Philip H. Bailey.

her. Then he tried to bring her back to Neponset again, when a bright thought struck him. He turned her over to me.

"See," he said, imitating her speech, "there's Neponset man, he make this stuff, he tell you this no cheapa stuff."

Of course you can picture the amusing situation.

Charlie evidently knew what he was doing, so I considered he must take the responsibility for the consequences. As a matter of fact, the way the sale was progressing, I rather thought that with a brief but more or less scientific exposition here, it could not help but make a doubtful sale look more doubtful anyway. So I began,

"My dear madam, the great care with which selected wool rags are chosen to form our felt, the asphaltum saturation process, etc., precludes the possibility of anyone confusing our base with such a commodity as tar-paper. Our asphalt saturated felt base, superimposed, as it is, with genuine red wax, superimposed as it is, with a beautiful element-resisting enamelled surface, etc.—"

Interruption.

"Me taka dis," said the woman, and she picked pattern 344.

No doubt you have read Kipling's "The Greatest Story Ever Told." There may or may not be any connection here, but I think the moral is obvious—"you never know what a woman will do."

No, Art, there may not be any connection between this yarn and the well-known Mr. Kipling,

but there might be with another book—"The Art and Science of Projecting the Cow's Husband," written by that eminent Spanish author, Alphonso Vicente Slinger.

Among our most faithful and regular contributors is "Sandy" Staples, Canadian representative, working through Newfoundland, Nova Scotia, etc. Says Sandy:

I am pleased to inform you that after several days' hard work I have been successful in hooking up the largest roofing account in Newfoundland. They previously bought from a competitor, but in the future are going to be 100 per cent Bird dealers. They are going to start an extensive advertising campaign and push "Artcraft"—all new to them, but that one item was the means of swinging the account. As you know, I am absolutely sold on design roofing, and once you get your prospect interested in Artcraft, you have got him sold. This new account handles about 3000 squares of roofings, felts, papers and shingles in the run of the year, besides large quantities of wallboard, coal tars, pitch, etc.

With best regards to all "The Gang."

From Greenland's icy mountains—pardon us, Newfoundland's, if they have mountains, but anyway they probably have ice—we go to sunny and wind-swept Florida. Last month we showed you a picture that Jim Stowell sent in, but we didn't have room for his letter. So here it goes, as is:

Dear Goat: Whoever named you goat sure spoke a shovelful. You sure look like one and I'm not so sure you don't smell like one. You have been hounding me for the past seven months to send in a contribution to the monthly edition of the (deleted) *Review*, so I have managed go get one for you.

(Here Jim tells us about the photo we used.)

The next ten lines are cut out by the censor. Continuing, Jim says:

Furthermore, I have been transferred to the Alabama territory. My hopes of spending the winter in Florida have been shattered. However, I am fortunate that I haven't got to spend it in jail.

So much for this time, stupid. I'll let you know what I think of the new territory about next August.

(The next eighteen lines are deleted.)

Love to all. (And here the typewriting became indistinguishable. Probably the machine got overheated.)

Now that we've had that, here's a little something from Perry Anderson, Western Ohio:

How do you like this? Saw a sign in an Indiana hotel that read: Any guest expecting to be out after 11 p. m. make arrangements with the clerk on duty.

Just what arrangements it doesn't say. However, let's get on to the next one. Austin Kilham, southern Building and Roofing reports:

Have just been out to Virginia Beach, Va., and made a survey. Find many nice homes erected, or being built. A large number of them with Art Blende Neponset Twins, and Super Twins, black. Both show up to great advantage in comparison to competitive roofs. There are quite a few multi-colored roofs made by various manufacturers, but Art Blendes stand out as by far the most handsome roof. There are also some very old Paroid and Twin Shingle roofs, all of which are standing up well in spite of the fact that the wind exposure is very severe.

J. H. Dunnell sent in a house organ and a good

story that we'll use next month, probably.

We wish there was room for the flyer got out by "Irish Bill" Flanagan, who sells Bird's Floor Coverings, among many other things, out in Lincoln, Nebraska. We also wish we knew who sent it in. Sometime when copy is shy, if that ever happens, we'll give you most of it.

Oh, yup, the picture. We go back to old times for a change this month. H. H. Miller, treasurer of Bird & Son, sent this over. Any of you old-timers on the road got any like this? If so, shoot 'em along.



Look Over These Candidates

Then Vote at Annual Meeting

WHILE the election day is some time away, the *Review* is at this time, in response to numerous requests, giving the names and qualifications of the candidates who have been nominated for office in the Employees' Mutual Benefit Association for the year 1927. Elections will take place at the annual meeting to be held in Bird Hall, East Walpole, on the second Tuesday in January.

The following candidates have been nominated for the office of president:

Marshall Grant: assistant chief engineer; fellow-worker since 1894; member EMBA since its organization; president of EMBA, 1925 and 1926.

William Boyden: Machine tender on No. 5 paper machine; on house committee of Fire Brigade; fellow-worker since 1905.

James B. Maguire: assistant superintendent Box factories; vice-president of EMBA, 1926; has been active on safety committee; a member of Bird Club Council for several years; has worked for Bird & Son since 1919.

George Smith: head of planning department at Building and Roofing; director of and on credit committee of the Neponset Credit Union; a fellow-worker since 1917.

The following men have been nominated for the office of treasurer:

J. J. Linnehan: machine-tender, No. 5 paper machine, has been treasurer of EMBA since 1920; with Bird & Son since 1897.

W. E. Beaulieu: head of department AM; has been head of several other accounting departments; ran Bird Club books for a while; a fellow-worker since 1917.

A. W. Mellin: in charge of department AA (general ledger); has audited books of Neponset Credit Union; is assistant treasurer of Bird Club; auditor of church and treasurer of Sunday school; with Bird & Son since 1920.

The following have been nominated for the office of vice-president:

Ralph Wilkins: assistant to superintendent of the East Walpole paper mills; was prominent in employee activities in his previous position, before coming to Bird & Son, in 1923.

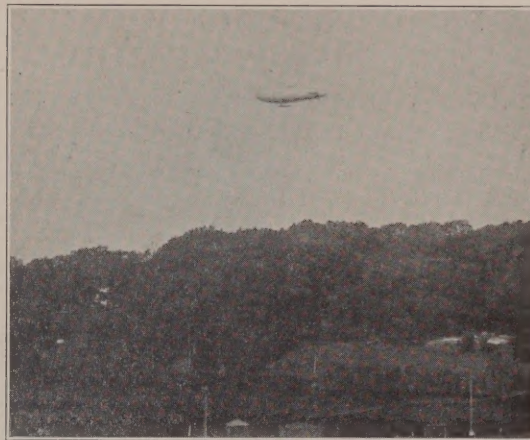
Ralph M. Wight: assistant superintendent, in charge of Floor Covering plant; has been with Bird & Son since 1921.

Granville Baker: stock clerk at Building and Roofing plant; clerk of Fire Brigade; secretary and treasurer Westwood Men's Club for six or seven years; a fellow-worker since 1917.

Maurice Tarr: in charge of trucks at East Walpole mills; prominent in company athletics; came to Bird & Son in 1924.

The following have been nominated for the office of secretary:

D. J. Cullinane: foreman of pipers at East Walpole; on credit committee of Credit Union; is the present secretary of



The Army "Blimp" pays us a visit

EMBA, held that office for past 8 years; has been with the company since 1890.

H. M. Morgan: cost clerk at Building and Roofing; has been with Bird & Son since 1922.

L. R. Bernier: planning department at Floor Covering, past commander of American Legion in Norwood; secretary of first series of foremen's meetings at FF in 1926; was secretary of foreman's club at FB; is a director of Credit Union; a fellow-worker since 1921.

A. W. Smith: treasurer of Neponset Credit Union; business manager of basket ball team; active in company athletics; has been with Bird & Son since 1920.

The following have been nominated for membership on the investigating committee, the first five candidates having composed the committee during 1926:

John J. Burke, DMB; Edward Geraghty, FB; Mrs. H. E. Randall, GH; Lyman W. Small, FFM; Frank Whitehead, EME; Eva Dower, FX1; Mrs. A. E. Field, CE; William O'Donnell, FBSM; F. W. Smith, PFE; Robert Roy, FBQ; F. R. Meyer, FXP; Robert Morse, DVX1, Marshall Lee, DF, Robert Hood, EMM, John Burhoe, ERB.

The following have been nominated for the nominating committee:

Donald A. Chase, M, F. B. Duncan, EM; Harry Tower, FXW; Frank Welch, FXR; William Sullivan, EMT; J. G. Graney, EMM; Frank Murphy, DF.

The foregoing nominations were made by the nominating committee consisting of J. A. Sheehan, E. L. Connolly, and T. M. Graney.

George E. Robertson

WE record with regret at this time the passing of George E. Robertson, a Bird & Son Old Timer, and fellow-worker in the Maintenance Stores.

Mr. Robertson was born in Nova Scotia forty-one years ago. He came to this country thirty-eight years ago, and started work at Bird & Son in 1906.

He died at the Norwood Hospital Wednesday, November 24, as a result of a fractured skull which he sustained in a fall. Funeral services were held and the interment took place at Sharon.

BIRD'S NEPONSET REVIEW

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Watch Your Dollars

BEGINNING the first of the year, the *Review* will offer to its readers every month an informative service regarding merchandise and financial schemes and general frauds. The material for these articles will be furnished by the Boston Better Business Commission.

We are running these articles in the hope that they will help you in the increasingly difficult task of keeping your hard-earned "shekels" at home, where they belong.

The unauthorized and unknown "house-to-house" salesman of "smuggled" goods; the many chain-selling schemes; the slick telephone salesman; and the many worthless stock promotion schemes will be among the things that these stories will explain and expose.

We think they will prove interesting. They may save you money. They can't help but do so if you will follow the advice of the Better Business Commission, and of all other authorities on such matters and

BEFORE YOU INVEST, INVESTIGATE!

Patrick Linnane

THE *Review* records with deep regret the passing, during the past month, of an Old-Timer, Patrick Linnane.

His death occurred as the result of his being struck by an automobile on Washington street, South Norwood, on the evening of November 16. His injuries were so serious as to prove fatal within a few hours. He was rushed to the Norwood Hospital, where he died at about 9 p. m.

Linnane came to work for Bird & Son August 11, 1904. He joined the force at DMH, and proved himself a loyal and willing worker in that department until his death.

He was born in Ireland 63 years ago. He is survived by his wife, Ellen. Funeral services were held at St. Catherine's Church, Norwood.

The Fence—or the Ambulance?

HERE'S a Safety poem that was read at the Annual Safety Congress in Detroit recently. Men and women who are interested in Safety came from all over the country to attend the Congress. The poem made a very deep impression. Read it over. Then decide for yourself which you think is the best—the fence or the ambulance.

The fence means physical and mental guards before an accident happens. The ambulance means taking care of a man after he is hurt.

Which do you think is best?

"'Twas a dangerous cliff," as they freely confessed,
Though to walk near its crest was so pleasant;
But over its terrible edge there had slipped
A duke and full many a peasant.
So the people said something would have to be done,
But their projects did not at all tally:
Some said, "Put a fence round the edge of the cliff;"
Some, "An ambulance down in the valley."

But the cry for the ambulance carried the day,
For it spread through the neighboring city;
A fence may be useful or not, it is true,
But each heart was brimfull of pity
For those who slipped over that dangerous cliff,
And the dwellers in highway and valley
Gave pound or gave pence, not to put up a fence,
But an ambulance down in the valley.

"For the cliff is all right if you're careful," they said,
"And if folks even slip or are dropping,
It isn't the slipping that hurts them so much
As the shock down below them they're stopping."
Then an old sage remarked: "It's a marvel to me
That people give far more attention
To repairing results than to stopping the cause,
When they'd much better aim at prevention."

"Let us stop at its source all this mischief," cried he;
"Come neighbors and friends, let us rally.
If the cliff we will fence, we might almost dispense
With the ambulance down in the valley."
"Oh, he's a fanatic," the others rejoined.
"Dispense with the ambulance? Never!
He'd dispense with all charities, too, if he could;
But no! We'll protect them forever.
Aren't we picking folks up just as fast as they fall?
And shall this man dictate to us? Shall he?
Why should people of sense stop to put up a fence
While their ambulance works in the valley?"

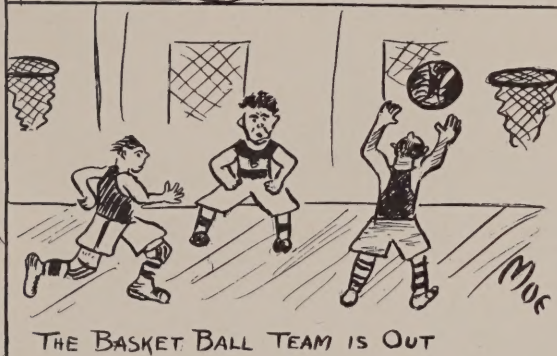
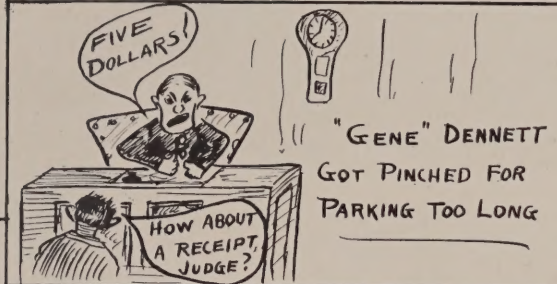
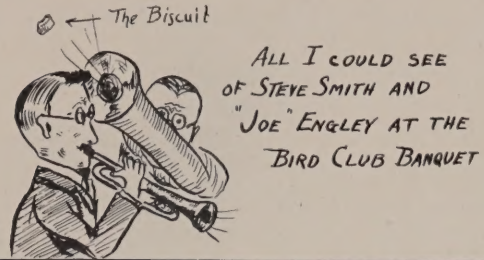
But a sensible few who were practical, too,
Will not bear with such nonsense much longer;
They believe that prevention is better than cure
And their party will soon be the stronger;
Encourage them, then, with your purse, voice and pen,
And while other philanthropists dally,
They will scorn all pretense and put up a stout fence
On the cliff that hangs over the valley.

30

Chance for Us

The best verse hasn't been rhymed yet,
The best house hasn't been planned,
The highest peak hasn't been climbed yet,
The mightiest rivers haven't been spanned.
Don't worry and fret, faint-hearted,
The chances have just begun,
For the best jobs haven't been started,
The best work hasn't been done.

—Berton Braley.



Our cartoonist rambles around the mill putting his ideas on paper

Fire Brigades to have Hose-Coupling Contests

CONSIDERABLE interest is being shown among the various Fire Brigade companies in the East Walpole and Norwood plants, concerning the Hose-coupling contests that are to be held during December and January.

The preliminary contests are to be held at the Brigade rooms in each plant at the regular meetings in December. The hose company making the fastest time at East Walpole, will compete with the hose company making the fastest time at the Norwood plants. The finals to be held at the East Walpole Brigade room in January, to determine the fastest company.

The following rules are to be used at all contests:

I. Equipment: 1. Four lengths of standard 50' lengths rolled up at hydrant. Both couplings to be in the outside hose. To be rolled up in the presence of both judges. 2. One nozzle standing alongside of hydrant. 3. Each man to be equipped with two spanners and a belt. 4. Hydrant or dummy to which a hose may be attached.

II. Contest: 1. Starter to give agreed signal to start when men are lined up as agreed by judges. 2. Men to connect up lengths of hose and nozzle to hydrant. 3. Captain to then call for water. 4. Timer to take time from Starter's signal to Captain's call for water. 5. Judges examine every connection and length of hose for faults and impose penalties if necessary. 6. When Judges are again ready Starter will give a signal to start.

Men will cut out the second length of hose from the hydrant, leaving three lengths coupled up to hydrant and nozzle. 8. Captain to then call again for water. 9. Timer to take time from Starter's second signal to start to Captain's second call for water. 10. Judges will again examine all connections and hose and impose penalties if necessary. 11. Judges will agree and announce time after consulting time keeper and making deductions for faults.

Total time to be given from Starter's first signal to Captain's last call for water. Allowance to be made for Judges' examinations and penalties for faults to be subtracted.

III. Penalties: Judges to impose the following penalties for faults: 1. Loose connections—5 seconds. 2. Twists or kinks (1/2 turn to count)—5 seconds.

IV. Officials: One Starter. Two Timers. Two Judges. The above officials to be appointed by the Assistant Fire Chiefs, J. H. Smith and M. F. Sheehan.

Notes From Plants and Offices

MAIN OFFICES AND SALES

East Walpole, Mass.

Beatrice F. Severance
Fred J. Spang
Arthur V. Wilson
Margaret Poff

Edgar Tarr
Ethel Duncan
Margaret Dalton
Margaret Owens

The girls in CF are planning for a Christmas Party at which they expect to have Bertha Kannally as guest of honor. We'll send in all the details for the next issue.

We understand that Eddie Johnson had a Halloween Party at the Bird Club, but he won't give us any figures.

CF has been terribly dissatisfied. Everyone came dressed up for the occasion of having his picture taken, but the camera must have been broken by someone before it reached the best-looking department. Never mind, you'll see us blossom forth yet, even if it is in the most wintry month.



Sweet memories! Dave Fiske and Louis Tarr exhibiting their catches. Both happy regardless of the size of the fish

We all were happy to hear that one of our salesmen, Fred Bagley, has a newcomer in his family. It happens to be a boy, Fred Junior, weighing nine pounds, and promising to be a snappy youngster.

T. B. Maddern is the latest victim of "Flivveritis." It may not resemble a Lincoln but it gets there 'ust the same.

We are sorry to learn of the illness of Miss Urquhart's brother and wish him a speedy recovery.

No, Miss Corcoran has not fallen out with the barber; merely decided to try long hair for a change.

What is worse than a visit to the dentist? Have the Editor of the *Neponset Review* call you down to pose for the camera.

Alfred M. Terhune, Newark, N. J., has joined the Sales Department as Sales correspondent. Mr. Terhune before coming with Bird & Son was a newspaper reporter for the *Newark Times*.

H. E. Rice was in a serious automobile accident recently when the steering knuckle of his car broke. Mr. Rice's nose was broken, also a couple of ribs, and his car was badly damaged.

R. J. Ott has joined the Building & Roofing Sales Department, handling the territory in New Hampshire formerly covered by Mr. Dobbins.

E. V. Gibbs has taken over the territory in Massachusetts formerly covered by Mr. Towle.

George Towle is handling the Southern correspondence in Sales Department.

Mr. Phipps visited the mill November 6 with Mr. Kendall of the Kendall Lumber Co. of Saranac Lake, N. Y., and Mr. Greene of Chas. C. Kellogg & Sons Co. of Utica, N. Y.

Congratulations to Ed Hall, AT, who brought down a deer while on his vacation recently. He says he lived like a king for quite a while. We wish some of these mighty hunters would let us sample some of their "wares."

Miss Conrick has left AC to accept a position in Millis.

We welcome Miss Delaney and Miss Blanchet to the Cost department.

Bob Rodd is also a new comer to AC.

PAPER MILLS

East Walpole, Mass., Mill

Charlie Knaus has started another industry along with his stocking business. He is making wreaths, and intends to give a wreath with every pair of stockings.

Mike Cronin took Dan Jones and Jack Linnehan for a ride in his car, recently, and they drove so fast that Mike's lights went out, whereupon they had to wait for another car to get home in.

Bill Quinn has been on his annual hunting trip to Maine. The game was there but it was too fast for Bill, so he came home empty-handed.

Professor Smith boasts the one and only blue mustache in the mill. Seems that the Professor was putting some blue dye into the beater, and somehow it got mixed up with his face. He reports the application of several gallons of peroxide, with no effect whatsoever.

Jerry Rainsford has been laid up sick for a couple of weeks. Here's hoping we see him back on the job soon.

Fred Marinello has returned to work after an extended trip to Italy, where he visited his old home. He reports a very pleasant time but is glad to be back in the good old U. S. A.

Mike Verderber claims to be the champion cabbage raiser of these parts, having raised one measuring 18 inches across the head.

John Santor is fast becoming a pianist of note. He now has six pupils.

Bobby Dineen is about to write a book on how to catch foxes without trap, gun, or shot. He recently captured one by just walking up and picking him off the ground. In proof whereof he let Harry Tower skin the animal. Sleuth Harry says it still remains a mystery as to how Bob got it.

Otto Ross and Bill Head were seen early one morning pushing Bill's car through the center of Norwood. Give her gas, Bill, she won't run without it.



*Daughters of
James B. Maguire,
Main Mill*

Sure sign of a hard winter—Bill Landy was seen going home with a large piece of felt over his shoulder.

John Burke thought he had graduated from the amateur class of auto mechanics, but a recent experience seemed to prove otherwise. After the recent Bird Club entertainment, the Chev didn't seem to run just right. Johnny got out, wiped the windshield, loosened the hub-caps, looked at the gas and tried all the other first aid tricks. But no help. The old girl continued to thump, pound and groan. Finally he went to a garage, searching expert advice.

The man pointed out the trouble at once. It was one of those pesky flat spots in John's tire. It was an oversight on John's part as the flat spot was on the bottom where John couldn't see it. A little bottom-air in the tire corrected the trouble.

That sport wagon of John Curran's seems to be popular over Stoughton way.

"Burgular's hours" seem to agree with Ed Fitzgerald. He is actually getting fat on the job.

Martin Kane is all booked up for a course in singing. He is liable to pull a song-and-dance act at the Bird Club any time soon.

Jack Seastrand wishes he had been able to "pull in his ears" when he got into that auto wreck recently.

When Jack came to, he found a window wrapped around his neck that was just too small to let his ears by when he tried to take it off.

We were sorry to hear of the death of John Donahue's father in Ireland during the month.

And we extend our sympathy to Bob Morse in the loss of his sister.

Albert Salbo has been put on a diet, and now brings only thirteen sandwiches to work every day, instead of the customary twenty-three.

Jim Hammond enjoyed the trip to the Safety Meeting in Boston November 16.

Lawrence Baldof is now doing traffic duty around the mill yard.

Mike Burke lost the key to his car up in South Walpole recently. Now Mike is in the market for a key, or to sell the car. Either one, it makes no difference.

Donald B. Kimball and family spent the day at the Harvard-Yale game motoring through the heavy traffic in New Haven and vicinity.

Earle Davis makes regular bi-weekly trips to Lynn to visit his family—and others. He prefers a midnight trolley slumber to a ride on the good old New Haven.

Warren Kumblad, PL, is seriously considering the purchase of a Chrysler Sedan.

John Slattery, PL, is fast becoming an efficient taxi driver evenings and holidays.



Vincent, Jr., and Rose D'Espinoza, children of Vincent D'Espinoza, FXF

The new building in the Mill Office Yard provides some thrilling acrobatics



Engineering

*John Maitland
John Bache*

*John Burhoe
Joseph Sheehan*

Wilbur Fay spent his annual hunting trip in Maine, but reports no luck.

Dave Regan and John Graney have returned from their trip on company business.

John Maitland went to New York recently for a few days' vacation, and to meet his wife and son who have been spending several months in Scotland.

Wanted: Someone to play chess in the Brigade Room any noon hour. Jesse King says he wants more opposition than Robertson furnishes.

Charlie Rafuse is entertaining his mother, who is visiting him from her home in Bridgewater, Nova Scotia.

John Pechulis' spare time goes towards building a new chicken house.

Dave Regan is taking orders from the boys for shoes. He bought several pairs of "seconds" while on his last trip. Some say everything Dave tackles has money in it.

Boragine of ERB is the proud possessor of a snappy Chalmers.

"Siggy" Sigmund, Reo truck pilot, certainly believes in Safety First. He went hunting one day recently and, when he raised his gun for a beautiful shot at some birds, had a chance to swear some when the blame thing only clicked. Examination showed that the firing pin was missing. No danger of Sig shooting himself, or anything else for that matter.

Early on the morning of November 16 the lusty squall of a prospective EMT member was heard proclaiming to all that a son had been born to Mr. and Mrs. William Sullivan. Sully works in EMT, and the cigars are on him.

We are glad to welcome Mr. Conrad back after his recent illness.

Julian Smith has been transferred from ER to EMP.

The draughting room is planning its first annual "shindig," to be held early this month in Boston.

Arthur Eppich, EME, has returned from his annual hunting trip. He didn't get a bead on anything big, but reports a fine time.

We are glad to see Leonard Crooker back in EMW after his illness.

Phillipsdale, R. I., Mill

Rexford H. Salisbury David S. Lowry John H. Nolan

The editor caused great excitement down here with the announcement that he wanted pictures of the foremen for the Holiday Review. All of the men are busy looking for those white collars that they used to have. Chief Hawley says that he is going to wear his stand-up collar if he chokes in the attempt.



Joe Capaldo, EMY, showing the 7-pound beet he raised in his garden

Henry Phelps, having exhausted the possibilities of automobile accidents in Rhode Island, is trying out the Massachusetts variety, his latest attempt being in Cambridge. He says that the people swear more in Massachusetts than they do in Rhode Island.

Talking of accidents, Les Howard had his new Buick smashed up just before he went on his vacation and didn't get it fixed until the last day. Tough luck!

Winter being near, John Barquist has traded his open Ford in for a coupe.

Inspector Christie announces that he is selling second-hand cars, Fords and new Dodges—whenever he gets a chance.

We welcome John M. Hall, who has started to work with us, as a foreman in the cutter room, this month. Also, Carl Anderson, who has started in the beater room, and Meclea Mailhott, who is working on the machine.

We congratulate William Livingston on his promotion to night superintendent. We hope that he will like his new work.

Tony Alves is practicing with his rifle daily in his back yard on squirrels and sparrows until the time comes when he gets a hunting license.

Charlie Riley is also getting his gun ready, having got the fever by being accompanied to work last Sunday morning by as nice a little fox as you ever did see.

Walter Karpowek, having tired of his New Day Jewett, has brought around a Pontiac sedan which is pretty classy alongside of some of the other cars here.

Old timers will be sorry to hear of the death of Michael Gray, who passed away on November 10. He was a familiar figure around here for a long time and was well liked by all the men.

We sympathize with Jack Hammerli who has been laid up for a week or so. We hope that he will be able to be with us again soon.

BOX FACTORIES East Walpole, Mass.

Malcolm R. Mars
Albert H. Hammond
George L. Holland
Florence H. Slaney

Earl H. Hansen
Will A. Evans
Charles S. Mutch
Mary Driscoll

Bill Jackson has moved into his new house on Diamond street, Walpole.

William Locke is a newcomer to FX1. Welcome, Bill!

Manager William Dowling is negotiating a match between his scrappy little boxer, Martin Keady, and Honeyboy Finnegan.

The fishing must be good in Gloucester, as Sam Hunter didn't arrive home from there until 4 a. m.

Why should women vote? Miss Goldberg voted "no" on the referendum, but she didn't know why.

We are glad to see Sylvestre back on the job again after his recent accident.

Horace Marcy has left us to work for the Amoskeag Paper Co., Manchester, N. H., and Napoleon LaCasse has gone to New York to work for Scott and Williams, toolmakers. We wish them both the best of luck.

Jack Walsh takes Marcy's place in FXGM1, and is doing his best to fill Horace's shoes.

We say "howdy" to Roland Forbes of Nova Scotia and hope he will like it here.

We are glad to see Tony Panza's smiling face back on the job again. Tony fell off a ladder in his home and was out for a couple of weeks.

Ben Cousins is out sick. Hope to see him back soon.

On Friday, November 12, Annie Richardson, Henrietta Florest, Helvi Lehtonen and Mary Sameski journeyed to Boston directly from work, dined at Pieroni's, then went to the Shubert, where they spent the evening looking at "Artists and Models." All report an enjoyable time.

Larry Doane smashed all records in that flivver of his by covering 3000 miles in two months.

"Nonie" O'Malley wants to know where all the gasoline stations are in Providence, and what time they close. Says it's no sport hiking around in dancing slippers, looking for juice for the wagon.

BUILDING AND ROOFING MILLS AND OFFICES

Norwood, Mass., Mill

Harry Dresser
Charles J. Watson

Howard F. Everett
Lester M. Pratt

Victor Makela has been on the sick list with tonsillitis. We hope to see him back soon.

John Sheehan finished his annual vacation by putting in two days' work on his house in Norwood.

Steve Zinkowski has become a radio fan.

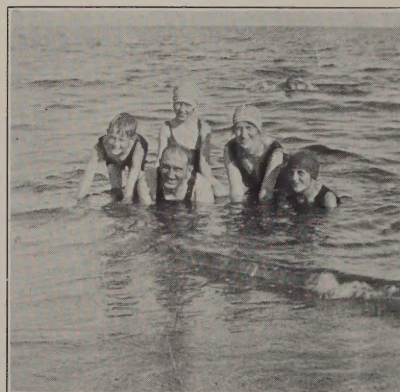
Another button gone from Bill Phelps' vest. The last one was knocked off in Hyde Park when someone hit the Chev and removed part of the side trimmings at the same time. Only two more buttons left.

Antonio Potassius, FBPM5, is out sick. We wish him a speedy recovery.

The long-legged bird visited Pat Maguire's house November 10, and left a buxom Irish lassie. Everybody's well and happy.

Cestarelli Secchitani, shingle pickup man on No. 1, advises us that a little girl came to join his family on Armistice day, at the Norwood Hospital.

On Tuesday evening, November 16, Messrs. Chamberlain, Pratt, Walsh, Sears, Cyr, George Smith, Peterson, Belcher



J. R. Burhoe, ERB, and family, in the swim at Harwichport, Mass.

and Reardon attended the meeting of the Massachusetts Safety Council in Boston. They found the talk given by Mr. Eaton of the General Electric Co. very interesting. After the meeting the "gang" enjoyed a "feed" at a nearby lunchroom.

Lawrence Galazzi is building a new two-family house on Pleasant Street, Norwood. Lawrence is one of our Old-Timers, having been with Bird & Son since 1916.

Our good friend Pat Tracy has been around with a box of Blackstones in one hand and a big grin in the other. Notice of the reason thereof appears in the "wedding bells" column. Congratulations.

Roy Roy felt pretty bad the other day when the photographer came out here to snap our pictures. Bob wanted to show up to best advantage, but some mean cuss swiped his brown derby. Mike Sheehan looked fine in his leather jacket, but didn't get a chance to have his pants pressed. This FB is a pretty bunch anyway.

The new Neponset River Bridge is completed. This is quite some improvement, but users should bear in mind that this road has not been straightened out so as to make a race track.

Admiral Driscoll sends his love to all the boys and asks that we try to do the best we can until he gets back to the vessel. Dinny is looking fine and says he feels the same, so we hope it won't be long before we are again listening to the tales of the sea, etc.

Chicago Mill and Office

William W. Wilson

Benjamin H. Roberts

Mrs. G. Prairie

F. E. Dyess is taking over the sales territory of southern Mississippi, southern Alabama and northwestern Florida in place of Waldo Long, who now has the whole state of Louisiana.

We were sorry to learn that our southern Illinois salesman, "Doc" Hill, was called to California recently because of injuries received by his daughter in an auto accident there.

Dick Floyd visited us from East Walpole recently,—and to think he had to miss that Harvard-Dartmouth game! Well, he saved some wager money anyway.

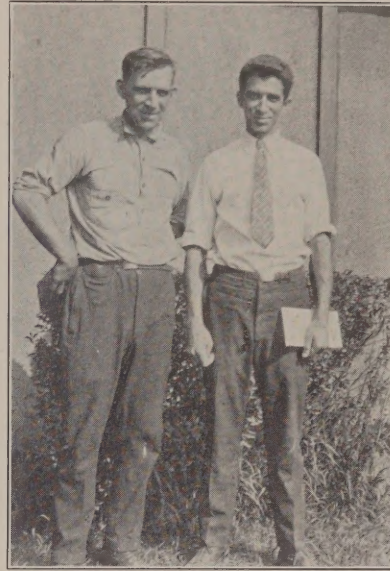
Henry Morman and his maintenance crew have the new powdered coal system in operation under our boilers now with fine results.

The machine crews had several "non-stop" runs during the month, and in addition had some of the lowest cost figures for the month of October as any on record.

The new addition to our finished stock warehouse should be ready within the next three weeks, and it surely will provide much needed space for the multitude of shingles in our line.

This year we ran later in the year on both machines than ever before—and even now we run two when No. 1 Machine is on asphalt felt.

Ben Roberts and Eric Gach attended the recent Superintendents' Meet-Up at East Walpole.



Pete Wagner, electrician, and Erich Gach of the laboratory, Chicago Roofing Plant

Our northern Wisconsin salesman, "Doc" Schultz, dropped in to say "hello" recently.

Paul Dahm, a former Superintendent of our Mill here, and now head of the roofing department of the Fort Wayne Builders' Supply Company of Fort Wayne, Indiana, was a recent visitor.

We were all glad to hear that Miss Lyndon, head of our Stenographic department, is fast convalescing from her illness, and, too, we want to offer our deepest sympathies to her and family in the death of her mother.

"Al" Bohnenberger reports the first freeze-up of the season—yep, the old Liz it was.

L. L. Williams, who travels eastern Michigan for us, spent a day at the plant recently with E. W. Hammond of the Rikerd Lumber Company of Lansing and William Sayles of Veit and Davison of Flint, Michigan. Being Michigan men, they managed to land a bet on the Wisconsin-Michigan football game from here.

C. T. Torrey, and E. W. Thomas, who is to cover southeastern Ohio for us, spent a couple of days at the plant this week.

Messrs. Holmes and Wolfgram, with "Joe" Miller, were in to renew old acquaintances recently. These gentlemen are the "power that is" for the Universal Roofing Co. of Milwaukee.

The new office arrangement apparently gives more elbow room.

John Sayles, our finished stock storage clerk, has put on his heavy red-woolen underwear. He doesn't believe in taking any chances on Chicago weather apparently—or it may be that he doesn't intend to buy a new overcoat now that his was stolen.

Hamilton, Ont., Mill

H. E. Davenport

Miss L. O. Stephenson

H. Coultts

Our ex-Hamilton mill correspondent is now at the Montreal plant and in a recent memorandum passes the following along to us:

"Just a few real facts about what we are doing down Montreal way. At the present we are leading the pack for batting honors, hitting a merry old clip of 357 squares an hour average for the month of September. This, of course, is just the start of our up hill climb.



Don Evan and Hal Robert Williams of Chicago



Mr. and Mrs. L.F. Harless, of Chicago. Mrs. Harless is in charge of the Filing Department

Might just mention also that this is just one of a dozen records we have broken this last two months—so just watch us. Our motto is Quality and Production."

George Schnabel has been spending the last couple of weeks at Montreal office and passes along the following:

The first meeting in an athletic way between The Ruberoid and Bird Divisions was held on Friday evening at the Windsor Bowling alleys, when the Bird team were successful in sweeping the boards, winning all games. It is rumored that the Ruberoid team will hold secret practices, after which a return engagement will be asked for. The "R" team was, however, terribly handicapped because of Falardeau being off color, as according to his reports he invariably rolls 700 or better. The scores were:

Bird		Total			
	Coutts	197	128	181	506
	Crooker	141	125	201	467
	Cowan	135	241	183	559
	Canfield	216	185	—	401
	Reid	—	—	138	138
	Schnable	209	199	210	618
		898	878	913	2689
Ruberoid	Paquette	179	128	191	498
	Davis	153	134	194	481
	Falardeau	132	158	162	462
	Kelly	94	211	104	409
	Tuck	117	150	198	465
		675	781	849	2315

Here is a bit of humor which the Hamilton Review correspondent can't help passing along for the salesmen's page. Mr. W. G. Greenhill, salesman for a portion of Ontario, is joining the insurance and one of the various questions asked on the Application is "I have no special journey or hazardous undertaking in contemplation except as follows:" (Answer) "Travelling in Ford Coupe." We agree with Wilf that quite often it is a hazardous undertaking.

Miss Kathleen Barker again entertained the radio fans at the noon hour. Although we here at the office were unable to listen in, George Schnabel made a record of it on the dictaphone and we had the pleasure of listening to her on the transcribing machine.

FLOOR COVERING PLANT AND OFFICES Norwood, Mass., Plant

Leslie J. Latham
Tom Rogers

George L. Staples
Carl Johnson

The first of the FF series of foremans' meetings was held Tuesday, November 9. Other meetings are to be held in the Brigade Room on the second and fourth Tuesdays of each month at 2 p. m. The general subject for the first series is,

"The Foreman's Job." Papers will be prepared and read, to be followed with a general discussion of the special topic for the day.

Babech, of the famous team of Babech and Damico, is back to work after a long illness. Glad to see you!

Tony Destoli has been transferred from FFN to FFF.

A party of eighteen from the print machines journeyed to Boston, November 13, where they had a very enjoyable supper, followed by a theatre party.

A number of the boys at FFF are qualified butchers. Cows and pigs are being killed and stored away for winter use. One way to reduce the H. C. L., eh what?

CHICAGO OFFICE

B. I. Hindmarsh

Lillian Moe

R. W. Keeler, in recognition of the good job he has done in Oklahoma during the past year, has been transferred to a territory more adjacent to Chicago, *i. e.*, Indiana. He will center his activities and make his home in Indianapolis.

Due to the fact that C. B. Miller has moved to the North Side and W. J. O'Connell lives on the South Side the two have just switched their territories. Miller will now cover the North Side and O'Connell the South Side.

As is usual this time of the year several additions have been made to our sales force. J. C. Buxton has taken over Mr. Keeler's former territory in Oklahoma. George Groendyke has been transferred to outside selling in the Northwestern District, working the Dakotas. F. W. Jakel will shortly take over the territory surrounding St. Louis in Illinois and Missouri. All of these men have served on the inside force for varying lengths of time. They have the best wishes of the whole organization.

W. T. Somers, Wisconsin man, has been somewhat under the weather recently and is taking a leave of absence for several weeks. During this time the men of the inside force will cover his territory. G. E. Moore has already spent several weeks in Milwaukee and surrounding territory.

W. B. Moore is now a member of the inside sales force and is handling the inside work connected with the Southern Division.

W. F. Bagley has established a new record for our salesmen. He is a proud father of twins—a fine boy and girl. From latest reports both the twins and the mother are getting along nicely.

R. W. Westcott, Western Manager, recently spent a week in the East setting forth the Western Division ideas as to what the floor covering sales policy for 1927 should be.

A. J. Spaulding submits the following, which is additional proof (not needed) of the quality of Neponset rugs. Inlaid linoleum had been laid in the Flowers Kandy Kitchen, Junction City, Kansas, costing in the neighborhood of \$2.00 per square yard. The W. C. Dumm Furniture Company of that town placed an advertising rug in the Kandy Kitchen



Grandson of W.F. Statford, Chicago, holding a 12-pound musky that his grand-daddy caught

over the linoleum. Mr. Flowers, proprietor of the candy store, says the Neponset rug has already outworn the inlaid linoleum and he has become a great Neponset booster. Mr. W. C. Dumm, our dealer, also states he is having wonderful success with our line and has put across several successful sales with window displays.

Patent Given on New Process for Floor Covering Paints

FOLLOWING several years of patient experimentation and a considerable period of practical use, a patent was granted on November 9 to Bird & Son, inc. by the United States Government, for an invention which consists of a paint made up of a pigment, rosin, oil, and an emulsifying agent. This is the first of a series of patents to issue on this subject.

The process consists in applying a backing or undercoat to felt base, such as is used in Bird's Floor Covering, by means of an emulsion of oil, rosin, and pigment, in water. The popular significance of this invention is that you can "mix" oil and water.

A brief explanation of the "how" of paint making may help to make this clear.

The principal ingredients of any paint are pigments, oils, and solvents. The pigments are used to give color and covering power, or body. In other words, pigments are the "base" of paints. The oils are used to bind the pigments together in a continuous film, while the solvents are used to make the paint flow out, or brush on, easily.

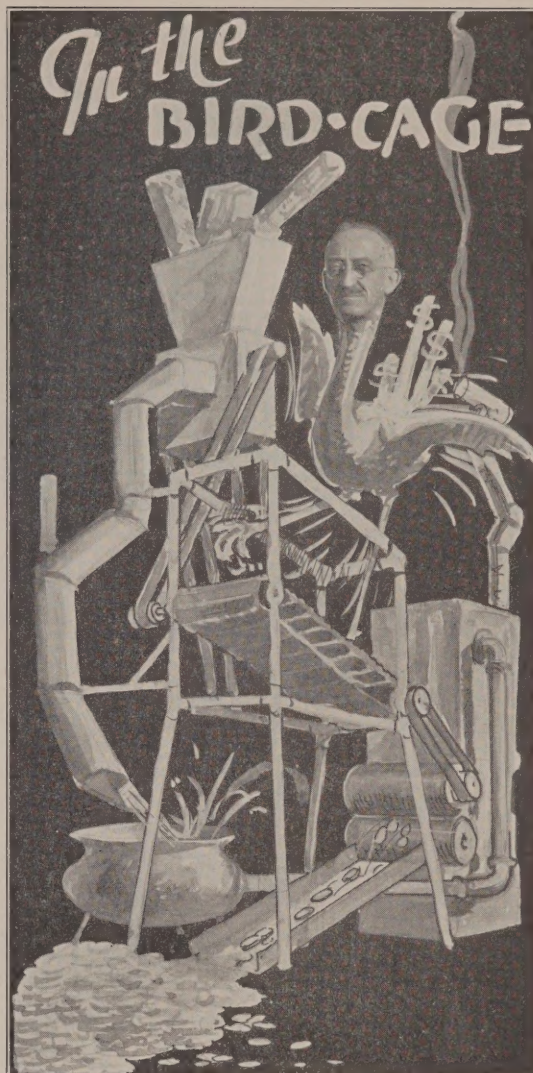
Previous to this invention the paint used by the Floor Covering plant, for instance, used naphtha, or other petroleum distillates, as solvents, to help make the paint "work" easily.

This new process allows the use of water in place of naphtha as the solvent.

E. M. Lines, superintendent of the Norwood plants, and James F. Maguire, head of the laboratory, put their heads together several years ago, and worked out their idea. They then set Leander N. Hills to work on a long series of experiments to secure the best combination of materials.

As noted in the explanation a paragraph or so back, the ordinary solvents used in paints were inflammable and costly, and necessitated the taking of many precautions in their use. Yet no satisfactory substitute was known. When found, this solvent must, of course, be as efficient as those previously used, it must not be too costly, and it must not in any way reduce the quality of the finished product. And, strange as it may seem, water solved the problem.

The process as worked out by these men eliminates an expensive solvent, replacing it by water, and yet it leaves in the finished product the same expensive ingredients as before. In the end it makes a better finished product.



IN THE BIRD CAGE

The Miller

Oh! The Miller, he stands by the side of his mill,
And with many a squirm and a twist,
Turns the wheel, with the greatest of zeal,
That gayly grinds out the grist.

Inside of the hopper he has a big chopper
Which moves quite steady and slow,
And quickly conducts the NEPONSET products
To a shower of glittering dough.

He doles out each portion with care and with caution,
For a thrifty Miller is he,
And there'll ne'er be a loss as long as he's boss,
For he rates high financially.

He writes a hand that's exceedingly grand,
And one that we're proud to display;
But it must be confessed we like it the best
When sent along with our pay.

Jerry, the Office Cat.

Home Building News



Roy Springer's new home on Woodland road, East Walpole

Waldo R. Pratt has purchased the Whittier property at 138 Pleasant Street, East Walpole. This consists of an eight-room house, stable, and three-fourths of an acre of land. After making several improvements Mr. Pratt and family moved in November 1.

Paul Sansone has started the cellar for another bungalow on Gould Avenue, East Walpole.

Arthur E. Cobb has secured a building permit for the erection of a house on the Old Post Road, East Walpole.

The grandstand at the Athletic Field, June and East Streets, East Walpole, has been completed.

Wm. S. Jackson and family have moved into their new house on Diamond Street, Walpole.

Arthur F. Platt and family have moved from Norwood into the house recently purchased at 305 Pleasant Street, East Walpole.

L. E. Willis of Norwood has started the erection of a house on the lot recently purchased from the Walpole Home Building Company on June Street, East Walpole. Lindbloom and Bendel are the contractors.

Joseph Elias has started the erection of a house on Pleasant Street, Norwood, at the Walpole Home Building Company development, "Westview," Pleasant and Sumner Streets.

The Norwood Gas Company has recently extended their gas mains through Washington Street to the Norwood-Walpole line. The gas mains will also be extended through Rock Hill and Mylod Streets, making it possible for all families living in that vicinity to enjoy the convenience of gas for cooking purposes.

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Boy Scout News

THE standing of the patrols in the local Boy Scout troop on November 25, in the three month's contest ending at Christmas time, was as follows: Scout Roy Walton's 75 points; Scout Joseph Colburn's, 65 points; Scout Walter Travers', 35 points.

During the month the troop was visited by Scout Executive Sly and also by the Troop Committee.

Thanksgiving baskets were sent out by the troop.

ATHLETICS

Albert W. Smith

Basket Ball

FIFTEEN men answered the call for basket ball candidates issued last month, and, after several practice sessions, it looks like a good season for Bird & Son.

Games are already being scheduled with outside teams. It is quite possible that a Walpole-Norwood industrial league may be formed. If this is done, most of the games will be played with the teams of local manufacturing companies. In any event, a season of good basket ball is assured.

From the following fifteen men, a team of five, with five regular substitutes, will be chosen: Tom Wright (elected captain), Sam Gladding, Maurice Tarr, Robert Garner, Ed Campbell, Bob Turner, Alfred Tergune, Bob Murphy, George Jones, Dick Winn, Bill Murphy, Charles Rafuse, John Walsh, Frank Clem, Bob Rodd.

Al Smith is business manager of the team.

Bowling

The 1926-27 bowling team is already under way. The Bird & Son Bowling League, with four teams entered, is rolling regular matches at the East Walpole Alleys. The Walpole-Norwood Industrial League will get under way shortly.

The teams have been numbered this year as follows: Team No. 1, No. 1 Box Shop; Team No. 2, No. 2 Box Shop; Team No. 3, Building and Roofing; Team No. 4, Floor Covering. Matches are scheduled to run through the early part of March.

The prizes to be given are as follows:

Team finishing first, \$30; team finishing second, \$20; team finishing third, \$10. High individual average: first, \$10; second, \$7; third, \$5. High individual three-string total, \$6. High individual single-string, \$4. High three-string total on each team, \$12 (each \$3). High team three-string total, \$6; single-string, \$5.

Each man competing is eligible for only one individual prize. He must roll nine matches or more.

Following are the members of the Bird & Son League teams:

Floor Covering: Charles Flower, George Clark, Mike McColgan, Leander Hills, Stan Reardon, Carl Johnson, Walter Sword, Al Boyd. No. 2 Box Shop: James Dine, Tony Sansone, John Costello, Fred Duncan, Charles Rafuse, Bill Murphy. No. 1 Box Shop: Howard White, Joe Keefe, Harold Higgins, Ernest Koebe, C. Penza, Bill Geary. Building and Roofing: John Graham, John Hurly, Bill Phelps, Roy Fulton, Ted Smith, Ray Call.

36

A poor lieutenant will never make a good captain.

Let this day's performance of duty be thy religion.

Be decent, be fair, be generous. Boost—don't knock.



BIRD NEPONSET PRODUCTS



Building and Roofing Division

Shingles

NEPONSET Twins American Twins NEPONSET Double Twins American Double Twins
Hexagonal Twins Lock-Butt Individuals
Giant Individuals

Roll Roofing

Paroid Art-Craft Shingle Design Slate Surfaced
American Ready Universal

Building Papers

NEPONSET Black Saturated and Coated American Economy

Wall Board

NEPONSET Board, Cream White American Board

Specialties

Asphalt Felt Paroid Built-up Roof B. & S. Deadening Felt
Plastic Cement Roof Coating

Floor Covering Division

NEPONSET Rugs NEPONSET Floor Covering NEPONSET Rug Border
Lining Felt

Box Division

Solid Fibre and Corrugated Paper Shipping Cases NEPONSET Shoe Cartons
NEPONSET Waterproof Paper Flower Pots Tack and Screw Boxes

Special Paper Division

Shot Shell Cartridge and Wad Papers Rocket Paper Black Tube Paper Torch Paper
Bird Wadding Gray Index Cardboard Felt Papers for Special Purposes

BIRD & SON, inc.

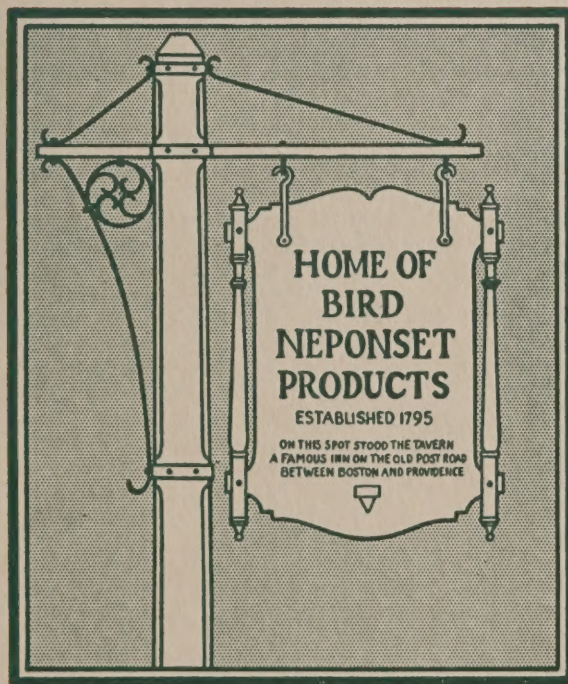
Established 1795

EAST WALPOLE, MASS.



Bird's NEPONSET *Review*

Edited and Planned by Employees of
BIRD & SON, inc.
East Walpole, Mass.



Holiday Number

1926

1927



BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.; Phillipsdale, R. I.

Floor Covering Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.; Chicago, Ill.

Box Factories
East Walpole, Mass.

Executive Offices
East Walpole, Massachusetts

Branch Offices
Boston, New York, Chicago, Philadelphia,
Atlanta, San Francisco, Minneapolis,
Columbus

Warehouses
New York, Chicago, Philadelphia, Detroit,
St. Paul, Atlanta, Dallas, St. Louis, Indianapolis,
Houston, San Francisco, Seattle, Los Angeles

Officers and Directors

President CHARLES S. BIRD

Vice-President, PHILIP R. ALLEN

Sec. and Treas., HERBERT H. MILLER

General Sales Mgr., PHILIP R. ALLEN
Asst. to Vice-Pres., RICHARD C. FLOYD

Roofing Sales Division
Manager, PHILIP H. BAILEY
Eastern Manager, WILLIAM E. HALE
Southern Manager, AUSTIN D. KILHAM

Box Sales Division
Manager, CHESTER H. ANDREWS
Special Paper Sales Division
Manager, ELMER H. BARTLETT

Western Roofing Division
Manager, FREDERICK H. HIRD
Assistant, WILLIAM W. WILSON
Superintendent Chicago Plant, BENJAMIN H. ROBERTS
Southern Sales Manager, ROBERT D. PETERSON

Assistant to President, DONALD A. CHASE

General Manufacturing Mgr., GEORGE R. WYMAN
Asst. Manufacturing Mgr., SPENCER B. MONTGOMERY
Purchasing and Traffic, ALLEN H. RUSSELL
Assistant, MICHAEL J. HAWKINS
Plant Engineer, CHARLES W. CONRAD
Chief Chemist, EUGENE L. CONNOLLY
Supt. of Planning, PHILIP N. HILLS
Supt. E. Walpole Plants, STEPHEN W. SMITH
Asst. Supt. Box Factories, JAMES B. MAGUIRE
Supt. Phillipsdale Plants, THOMAS G. HENDERSON
Supt. Norwood Plants, EDWIN M. LINES
Asst. Supt. Floor Covering Plant, RALPH M. WIGHT
Asst. Supt. Norwood Roofing Plant, ELI L. CHAMBERLAIN

Labor Bureau Manager, BENJAMIN D. ROGERS
Asst. Treasurer and Credits, DIMON E. MERRILL
Auditor, AXEL H. ANDERSON

BIRD AND SON SALES CORPORATION

(Floor Covering Sales)

Officers and Directors

President, PHILIP R. ALLEN

Vice-Pres. and Sales Mgr., H. EUGENE SAWYER, JR.

Sec. and Treas., HERBERT H. MILLER

Eastern Manager, WILLIAM B. ROGERS, JR.

Western Manager, RALPH W. WESTCOTT

Pacific Coast Manager, L. W. PROUTY

Makers of Quality Products Since 1795

BIRD'S NEPONSET REVIEW

Vol. XV

Holiday Number

No. 1

A Message from Charles Sumner Bird



WISH a Christmas Greeting and a Happy New Year to each member of the Bird family.

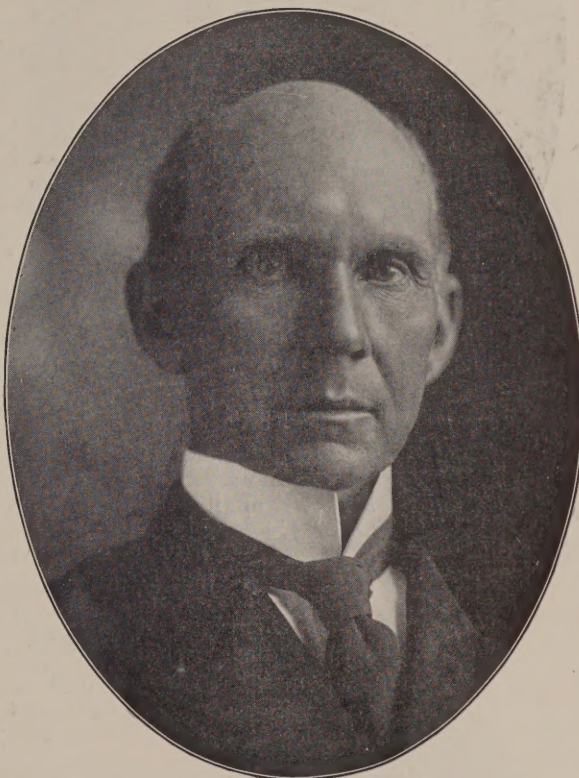
We are still a family though much larger than we were when I came here. Of course, we are not so closely knit together as we were fifty years ago when we were quite small, but I believe that the brotherly feeling still exists in our membership. May it always be there. Much, of course, depends upon the young men and women who are coming into our organization. They must set the pace.

We must try to maintain the get-together and keep-together spirit. It has been our greatest asset. It has kept us from serious misunderstandings in the past. It is about fifty years since I began life among you, hardly a school boy. I do not believe the word "cooperative" was known at that time, but we "cooperated," we worked together. I called every man by his first name and we worked shoulder to shoulder to get the old ship back to a safe course.

When the craft got out of danger the work we had done seemed nothing compared to the satisfaction of success and so we have gone on and on strengthening the business until today we are on a firm foundation, I believe, to withstand any competition. We could have moved faster but we believed a moderate gain each year would be safer and in the long run more profitable.

Our gain in the past five years has been 50 per cent, which represents a very large tonnage, and if we continue at that rate, a considerable expenditure for buildings and equipment. Of course, we are going to maintain that gain and perhaps even more, but how shall we do it? We cannot build more paper mills in Walpole. We have exhausted the water supply. This and even more important problems must be faced and solved by the young men in our business. They are, in my opinion, fully up to it.

I believe that the young man of today has a greater opportunity than ever before. If we are to grow we shall need ability of the highest order. Buildings and machinery are easy to construct,



but men who have real ability and willingness to work are difficult to find.

"Has our business in 1926 been prosperous?" I am asked. I answer, "More so than in any year of our history." This is reflected in the rising value of our first preferred stock which today is the first and only mortgage on our entire business. We have used our surplus earnings to improve our properties and the result has been shown in increased earnings. Never has our business been so efficiently managed as it is today.

All in all, I congratulate you for the work you have done.

Charles S. Bird

Greeting from Vice-President Philip R. Allen



THE EDITOR'S NOTE says that my article for the Christmas *Review* is due. This reminder that another year has gone comes as a pretty sharp jolt. However, the beautiful snow storm last night is a pleasant reminder that Christmas, "the gladdest time of all the year," is nearly here. This partly softens the jolt.

We can certainly all feel happy that another successful year has been achieved. We all know that the wheels of industry have turned steadily this year; that everybody has been busy; that there has been the same display of real team work throughout all divisions—sales, manufacturing, treasury and accounting.

Some people have tried to decide which department of a business comes first in importance. This should never be attempted. Once, in answer to a similar question, as to which is the most important, labor, capital or brains, Andrew Carnegie, the canny Scotchman, aptly countered with another question—"On a three-legged stool which leg is the most important?"

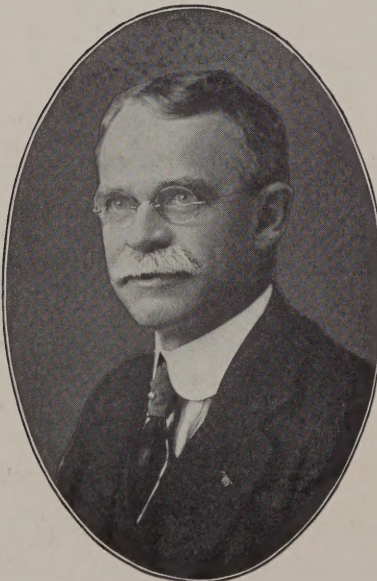
Now for a compliment to pass along to everyone. A man who has visited a great many plants in this country and abroad, after visiting ours, said to me—"I have never seen a plant of its kind anywhere in the world as clean as yours. Does it pay?" "Yes," I said, "it pays and pays well. Some of us used to think it was just a hobby of Mr. Bird's, but he always contended that it

not only pays a profit in quality of products and in efficiency of operation, but also that it pays in the happier feeling and pride of the whole organization in having a clean and well kept plant and surroundings, and Mr. Bird has been right on both counts." It was a very nice tribute from a visitor.

It is never safe to make predictions, but everything now points to another good year in 1927. Competition is growing keener in all of our lines—but we welcome this. It means that every one in the organization will have to think and work a little harder. That's always good for us.

I am glad to send along Best Wishes for A Merry Christmas and A Happy New Year to Everyone.

"A Wonderful Spirit" says George R. Wyman



OUR slogan for 1926 was "The day's work plus." It was brought about by the fact that during the year 1925 it seemed to us that every effort had been put forward to reduce manufacturing expense by savings in materials, increases in production and various other things, so that, when we started out in 1926 to make still further savings, it looked as though it meant more hours than could be put into the regular day's work.

But, with the slogan in mind—"The Day's Work Plus"—every mill and department started out on January 1st to beat the record. Never has there been such a wonderful spirit shown in our organization. Practically every month, from January on, showed a better manufacturing standing than the previous month. On July 1st, our FB plant had shipped 7,000 tons more for the six months than for the same period in 1925.

Other increases have been very satisfactory. We have rounded out the year with a record of having produced more goods of a higher quality than were ever produced in our institution before. Economies have been made in reducing wastes. Our machinery and plants are in good repair; our storehouses are practically empty, which, unless something very unusual happens, insures our usual uninterrupted production schedule during the "dull period," truly a very happy ending for 1926.

And, best of all, I am glad to say that our Manufacturing force has enjoyed a full measure of good health and is all set to tackle the problems of 1927 with the same enthusiasm as has been shown in our institution in the past.

A RECORD 1926 FOR BUILDING AND ROOFING

Greatest Increase in Sale of Asphalt Shingles; Norwood Plant Makes Successful Drive on Waste; Western Division Shows Consistent Growth



WITH a record 1926 nearly behind them, the office and mill departments of the Building and Roofing division are looking optimistically ahead to 1927.

At our Norwood and Chicago plants, as you probably know, we manufacture roll roofings and shingles of many types, as well as specialties such as roof coatings, plastic cement, etc.

The greatest increase, as reported by P. H. Bailey, sales manager, has been in the sale of asphalt shingles. While some preliminary work was done the year before, this past year can be looked upon as having witnessed the successful launching of Lock-Butt Shingles, Hexagonal Shingles, and the various shingles which are made in the Art-Blende colors.

The use of the asphalt shingles right over the old wooden ones is a method of re-roofing which is rapidly coming into favor. The complete success of this method is dependent on the type of shingle used, as well as the workmanship in application. The volume of sales of Bird's Lock-Butt and Hexagonal Shingles has conclusively demonstrated the suitability of these shingles for laying over old wooden shingles.

The Art-Blende roof as developed by the Chicago plant probably comes nearest of all to providing perfect roofs of russet tints, or autumn blends, or, in other words, soft, harmonizing colors. The superiority of this unusually attractive roof has resulted in a great stimulus to sales.

"It appears that the next few years will see a remarkable development in the asphalt roofing industry," says Mr. Bailey. "The research and experimental work done by many manufacturers, including ourselves, will result in better looking roofs than ever before. This will in turn result in the opening of new fields by and for salesmen. The general market for the sale of asphalt roofings is wide and will grow wider.

"In the face of spirited competition there is plenty of business for us even if new building should decline in 1927. We shall probably make just as good an increase next year as has been done this year."

The index of progress at the Norwood Building and Roofing mill may be found in the records of the shipping department, which show that 1926



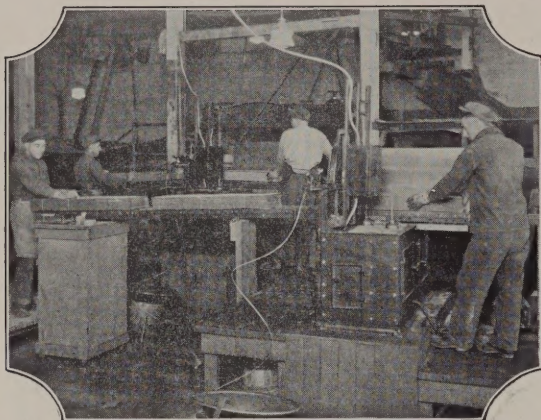
The Building and Roofing Sales Office Force. Back row—left to right: Barry Lundy, Leon Regan, Gerald G. Sheehan, Alfred M. Terhune. Third row: Louise Kinsman, Helga D. Peterson, Louise Percy, Bessie Hubbard, Margaret Dalton. Second row: Harriet E. Anderson, Thelma Patton, Mrs. Edith O'Neil, Alice E. Field, Sabina Costello, Helen Costello, Mary H. Walsh. Front row: George Towle, Philip H. Bailey, William E. Hale, Edward H. Gallup. Insert, Austin D. Kilham.

cannot help but be our biggest year in the shipment of Building and Roofing products.

One of the chief accomplishments, as shown by the report of E. M. Lines, superintendent of the Norwood plants, has been in the elimination



Building and Roofing Executives at Chicago. Back row—left to right: E. R. Clark, B. H. Roberts, B. J. Overholt, H. A. Brandau. Front row: C. E. McEachren, W. W. Wilson, F. H. Hird, L. H. Freeman. Insert: R. D. Peterson.



New shingle-tying machines help to speed production

of waste, brought about by frequent meetings and discussions on the subject between the foremen and the mill management.

In the machine department, automatic tying machines have been added, which have considerably reduced the amount of manual work. This has, in turn, helped to take care of the increased production which has exceeded, by a wide margin, the fine performance of the previous year.

A new warehouse, with a capacity for the storage of nearly 30,000 squares of shingles, will be completed early in 1927.

The laboratory has made a fine record of accomplishment in the perfecting of our products. We are re-organizing our laboratory which will be able to give its entire time to research in new Building and Roofing products.

"The calendar says that 1926 is about over, although it is hard to believe, and we assume that one reason that this is true is because we have all been extremely busy during this year at the Chicago Plant, and it is axiomatic that

when you are busy time passes rapidly," says F. H. Hird, Manager of the Western Division.

"When we sum up the results accomplished for the year we are gratified without being in danger of suffering from the evidences of a superiority complex known as a swelled head.

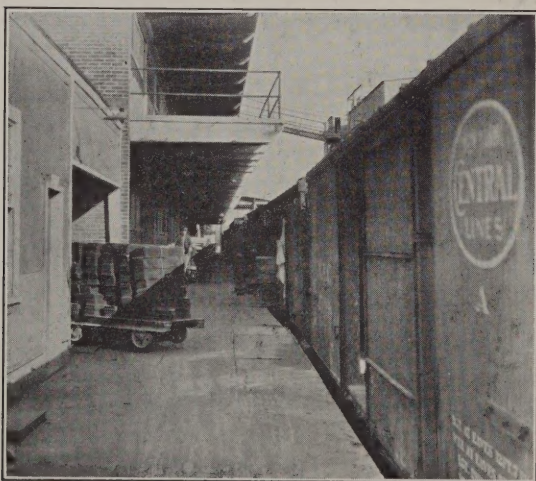
"Almost every territory served from this office has shown a consistent growth in business.

During the year the personnel of this "Western Service Station" of Bird & Son has been changed hardly at all, indicating that the organization that was operating at the first of the year is still functioning in a satisfactory manner.

There is under construction and nearly completed another warehouse which will be equivalent in area to the one that has been in use in the past, and this will put the Chicago plant in a better position than ever to render service to dealers.



Executives and Foremen at the Norwood Building and Roofing Mill. Back row—left to right: Robert Roy, Charles Seavey, Charles J. Watson, Ralph Kolseth, Richard J. Stoddard, Howard F. Everett, Michael F. Sheehan. Front row Harry A. Dresser, Ferdinand Z. Phelps, Edwin M. Lines, Eli L. Chamberlain, George E. Smith, Herbert C. Jepson.



The shipping platform at Building and Roofing is a busy place

Among the mechanical improvements which have been made this year is a powdered coal installation under boilers, which will enable the plant to reduce costs slightly and at the same time make it more independent of outside influences than ever before.

All machinery and equipment has been kept up to 100% efficiency, thus enabling the plant to guarantee service on shipments during 1927.

"We cannot let this opportunity go by without saying a word of congratulation to our manufacturing department," says Mr. Hird. "Through the constant efforts of the entire staff, we have been able to keep shipments going out promptly to our customers, even when the stress of incoming business was rather severe. It is inspiring to feel that every one in the manufacturing organization is thoroughly imbued with the idea of quality first, last, and forever."

GREATEST DEMAND EVER FOR FLOOR COVERING

"Bird & Son Will Maintain High Quality", says H. E. Sawyer, Jr.; Constant Striving for Improvement at Mill, under E. M. Lines.



GREATER demand than at any previous time for Bird's Floor Coverings and Rugs is shown by the records of the shipping department at the Norwood plant. In a little over ten months, more goods had been shipped than during the previous record year, 1925. The total will be over 25,000 tons for the year.

H. E. Sawyer, Jr., sales manager, devotes his report to giving a message to dealers.

"As a result of the recent sharp decline in prices," he says, "some of our customers have inquired as to our intention regarding the quality of Bird's Neponset Floor Covering products. Apparently the thought has occurred to them that the standards of quality would be lowered to meet the reduction in price.

"Irrespective of what may have prompted such thoughts, we wish to assure all of our customers that the quality of Bird's Neponset Floor Covering products will be maintained at the same high level as heretofore, and, furthermore, that every effort will be made to improve this quality.

"There are two factors which have been largely responsible for the success of Bird's Floor Covering products," he says, in closing. "First, quality, and second an average level of resale prices which has permitted merchants to make a satisfactory mark-up.



Sales Office force of the Floor Covering Division. Back row—left to right, Mary Concannon, Marjorie Gifford, Eva Gifford, Margaret Owens, May Foley, Elizabeth Lamore, Antonia Dornig, Alice Keliher, Mary Ruggles, Millard S. Peabody. Center row: Mary Keliher, Katherine Dowling, Hannah Flavin, Charlotte Bedell, Ellen Flavin, Madaline White, Helen Kiniry, Helen Curran. Front: Lloyd M. Dearborn, Robert V. Garner, Oliver C. Turkington, H. Eugene Sawyer, Jr., John E. Alcott, Edwin C. Johnson, Richard W. Winn. Insert, William B. Rogers.

Regardless of any rumors which may be circulated from time to time, it is unreasonable to suppose that Bird & Son will intentionally, or otherwise, lose sight of the immense value of these two assets."

The story of the mill, under the direction of E. M. Lines, superintendent of the Norwood plants, concerns the constant striving after im-



The Chicago Floor Covering Office Force.

Back row—left to right: T. J. Howells, W. R. Williams, F. W. Jakel, W. K. Smith, W. B. Moore, R. W. Westcott, B. I. Hindmarsh, T. Marshall. Center: Marie Lester, Florence Naughton, Mary Maloney, May McWade, May Sweeney, Gladys Kamin, Lillian Moe, Anna Drum. Front: Florence Wittleder, Mary Curran, Alice Cosgrove, Helen Madden, Virginia Szukalla, Pearl Frymark, Ida Mitchell.



Executives and Foremen at the Norwood Floor Covering Plant. Back row—left to right: Jesse Ghen, Frank P. Reynolds, Berton L. Seekins, Frank Sutherland, G. Benjamin Sodergren, Leon R. Wilson, Michael Shergals, Albert R. Jenkins, Ernest D. Huggard. Front row—Stuart A. Nickerson, Leo R. Bernier, James F. Maguire, Edwin M. Lines, Ralph M. Wight, James E. Graham, Leslie J. Latham, John Goodwin, Insert, Frank W. Smith

provements which marks the activity at all Bird & Son mills.

The printing unit, which was completed late in 1925, has now been in operation on full production for over a year. It was found necessary to install a new finishing table, which has also been in full production since its installation.

Quality has been stressed at the mill, as always. Developments which have contributed to maintaining this standard include improvements in the machines for applying the wax back, and in the paint used for undercoating.

In the printing department the speed of all the machines has been increased, which, in turn, has meant a reduction in production costs. Remarkable progress has been made in the art of cutting print blocks which has helped towards a better quality product.

The laboratory development has been unusually successful. Substantial improvements have been made in our regular products. A patent has been issued for a new type of paint, which has been in successful use during the year.

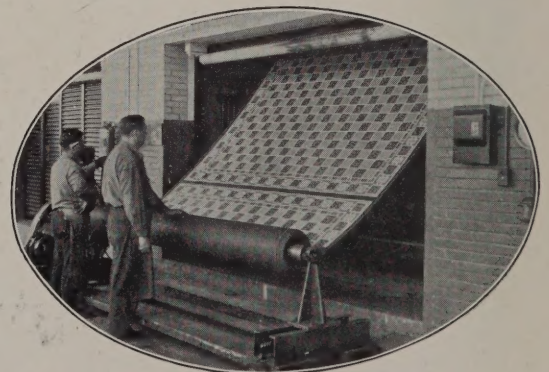
The art department is occupying new quarters. Among the outstanding achievements of this department has been the originating and development of the 18-inch border rug, which makes it possible for us to follow the style trend for plain center rugs. The designs for the 1927 season have been developed and are meeting with hearty approval.

In order to secure better fire protection at the Norwood plants, two important additions are being made. The first consists of a new 250,000 gallon concrete reservoir, built for storing water to be available at all times for use with the fire

pump. This will augment the town water supply and furnish a secondary source of water in case the town supply should fail.

The second addition consists of a 100,000 gallon steel tank on a 75-foot tower, which is being erected on the hill west of the Floor Covering plant. The water in this tank will be available at all times as an emergency supply for the sprinkler system in both the Floor Covering and Building and Roofing mills. Both these additions will be ready about January 1.

Finally, to the mill supervision and foremen is due great credit for a substantial reduction in manufacturing costs. The productivity of each man in the plant has been increased by better planning and improved conditions. Much of this increased efficiency is the result of production studies, and the bringing of information to the foremen, through the Foremen's Club meetings.



Bird's Rugs coming out of the ovens

BOX DIVISION HAS VARIED BUT SUCCESSFUL YEAR

Automatic Shoe Carton Machines Set Up in Nineteen New Factories; Box Shop Breaks Record with 93, 750 Solid Fibre Cases in One Day



THE Box Division of Bird & Son, manufacturing solid fibre and corrugated shipping cases, tack and screw boxes, and flower pots, reports a varied but successful year, with record tonnages, development of new uses for shipping cases, an improved flower pot, and the installation of automatic machinery for setting up shoe cartons in customers' plants where the daily requirement is large enough to warrant.

Taking the solid fibre cases first, we find, in the report of C. H. Andrews, sales manager, that a record tonnage of solid fibre cases was made and sold during 1926, and that with the end of the year approaching, there is a substantial volume of orders on hand for the beginning of 1927.

Discussing the Corrugated situation, Mr. Andrews says, "At the end of 1925, the Bird Corrugated case completed its first year, and found itself established as a dependable New England product. In the face of closer inspection by the railroads and a growing demand for a corrugated container of high quality and strength, we have found the high test, smooth finish and rugged quality of the Bird Corrugated Case meets with a general approval that is most gratifying. A



The Box Division Sales Office Force. Back row—left to right: Florence McDonald, Olga Zerba, Margaret Kelly, Anna Smith, Florence Duncan, Eleanor Morse, Eleanor Patinsky, Alice Clem, Mildred Saitz, Isabelle Faunce. Front row: James E. Hale, Dwight C. Colburn, Harold M. Doherty, Chester H. Andrews, John P. Dolan, Robert E. Turner.

feature of this case is the special reinforced crease. This reinforcement at vital points of the case makes it particularly valuable for such work as the shipment of bread, making possible several round trip shipments for each case."

Development of new uses for both Solid Fibre and Corrugated in the writing paper and textile industries, now well under way, opens up a wide field, with tremendous possibilities for the future.

During the past year one man has devoted his entire time to the No. 2 Box Shop products, which include tack and screw boxes, shoe cartons, and flower pots.

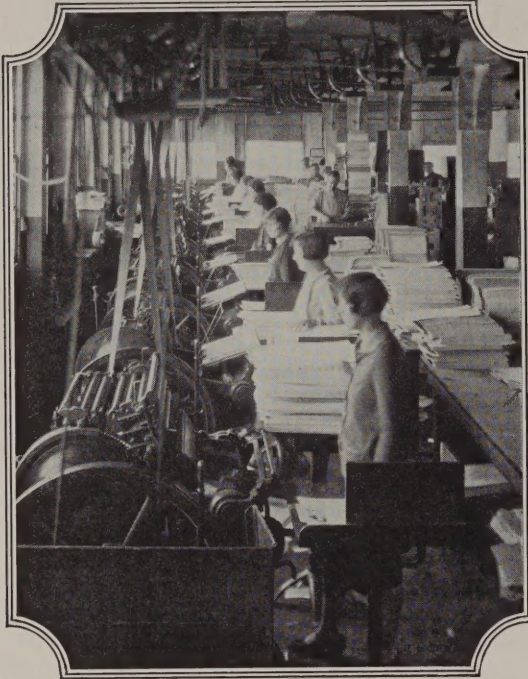
The use of automatic machinery for the setting up of shoe cartons in customers' plants opened up new possibilities for supplying some of the larger factories, for whom the hand machines might not have proved practical. New installations of automatic and hand machines have been made in the 19 new factories up to December 1.

A change was made this year in the paper used for Neponset Flower pots, which has resulted in a greatly improved pot. Actual tests have proved this new pot very satisfactory for growing as well as shipping, and with an increase in advertising and in sales effort a material increase in the use of the Bird Improved Neponset Flower Pot is expected in 1927.

"In view of all these things," says Mr. Andrews, "we feel that 1926 has been a year of decided



Box Factory Executives and Foremen. Back row—left to right: John White, Harry L. Tower, Oliver J. Goodspeed, Clara L. Burke, Helen M. Johnson, Frank W. Welch, William S. Jackson, Edward J. Scanlon. Center row—Cornelius Gardner, Patrick McDonald, Samuel W. Gladding, Stephen W. Smith, James B. Maguire, Russell L. Tupper, Frank R. Meyer, David J. Heylin. Front row—Lawrence M. Doane, Leroy E. Fullerton, Arthur D. Colburn, Malcolm E. Mars.



This battery of presses is kept busy printing Bird Shoe Cartons

progress, and we are looking forward to a bigger and better 1927."

S. W. Smith, superintendent of the East Walpole Mills, giving the manufacturing viewpoint, also points to the continuous gain of the solid fibre case production.

In nine months, the Box Shop had produced about 2,000 tons more solid fibre than in the same period in 1925, an increase of 10 per cent. No new equipment has been added this year, and during the latter part of the year the overtime which was formerly considered necessary has been practically eliminated on all the machines

except the combiner. This machine will probably be speeded up early in 1927.

Not only does the tonnage figure in solid fibre cases show an increase, but also the number of cases, which shows an increase of over 17 per cent.

High records for daily tonnage have been met and passed several times in 1926. The last record day on the books at the time this is written was November 24, when the previous daily record of 151.5 tons went by the board, to be supplanted by the new high mark of 185.2 tons. The number of cases produced was 93,750, or 8,000 more cases than had ever been produced in a day before.

The Corrugated department has made great strides during the last year. A number of new machines were added, bringing the equipment up to a point where practically every item in the corrugated line can be handled efficiently. Production on the machines has increased over last year.

The high production on No. 2 and No. 5 paper machines during the past year has certainly been appreciated in the Box division, for without this record production the various departments would not have been able to meet the high demands upon them. There were no shut-downs for lack of paper, in spite of the fact that the box departments used more than ever before.

No. 2 Box Shop has been through a revival of the Shoe Carton business. The style in this product is changing to a more elaborate carton, calling for two or three colors. Many new customers have been taken on. There has been considerable expense in changing over the dies and equipment to develop the new carton. Most of this preliminary work has now been accomplished, new equipment is on order, and next year this department should be well prepared to take care of all new business.

MANY CHANGES AT EAST WALPOLE PAPER MILLS

Electrification of No. 1 Beater Room Completed; Many More Improvements

E. H. Bartlett Gives Interesting Views on New Products



As a result of the attempt to cope in some measure with the increasing demand within the mill for paper mill products, 1926 has witnessed many mechanical improvements on machinery, which, with the working together of all concerned, has brought about a considerable increase in production.

This increase applies to the paper which we ourselves use, in the making of Solid Fibre and Corrugated shipping cases, shoe carton liners, etc. On one

machine the average daily production has increased from 94.2 tons in 1925 to 100 tons in 1926. The record production for a single day jumped from 111 to 116 tons.

E. H. Bartlett, sales manager for the Special Papers division, always has something interesting to write. Speaking of the search for new products in the Special Papers line, he says:

"I cannot recall any time during the many years of my association with this department that so much time, thought and research work have been given over to the problem of obtaining a new product.

"We have an equipment for certain special

papers and boards that is unsurpassed. No one has more improvements over or beyond our own. It is surprising to find what Tom fool things are brought up or out in special papers that are of absolutely no importance and not at all necessary to accomplish the proper use of the material in question, and still you will find even reputable converters of paper specialties who will swallow 'bait, hook and line' when one of these so-called improvements is advertised. Trade prejudices are hard to overcome and many times work against a sane and safe saving that in the long run would mean thousands of dollars in the general till.

We are still in the game and there we propose to stay until our research and surveys produce our full capacity and appease our thirst and hunger for a real ethical business increase."



No. 1 Beater Room, recently motorized

Coming back to a review of the mill, under S. W. Smith, mill superintendent, we find many improvements recorded.

Early in the year work was started on the electrification of the No. 1 beater room. An addition was built to house eight Jordans, a type of engine for refining paper stock. The seven beaters were then equipped with individual electric motors.

Until a short time ago the mill water supply was furnished by five separate pumps located in various parts of the mill. These have now been displaced by a new central pumping system, consisting of three centrifugal pumps capable of handling 2500 gallons per minute.

This system saves considerable power, furnishes cleaner water, and warms it for use in the mill.

Many intricate changes were necessary in adding a new transformer at the transformer house. The enlarged capacity thus obtained



Executives and Foremen at the Main Mill, East Walpole. Back row—left to right: Otto T. Ross, George Towle, William F. Geary, John E. Curran, Arthur A. Smith, John J. Burke. Front row: James Smith, Victor Burrell, Carl Schaier, Stephen W. Smith, Ralph A. Wilkins, Marshall B. Lee, John H. Maguire.

will allow us to use additional electric power from the Edison Company.

New fire protective sprinkler systems have been installed in two of the stock sheds.

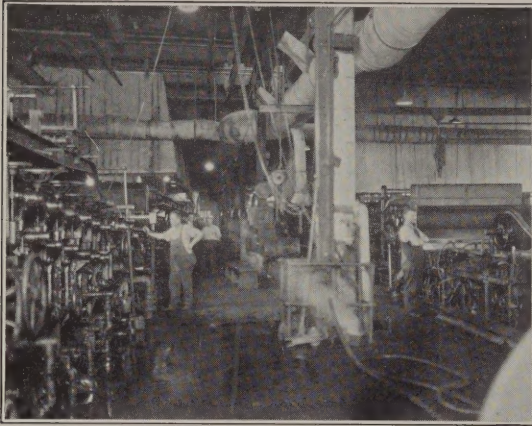
Changes and additions have been made to the driving equipment of No. 2 paper machine.

Work has been started on the extension to No. 2 machine room. This will provide additional space at the end of the room so that the paper machine can be extended. A new roll storage room will be constructed in connection with the machine room extension which will be used for storage of rolls from the machine.

This job is particularly difficult as practically all work is over the river and presents unusual problems in securing satisfactory foundations. After this building is finished a new roadway into the mill yard will be built.



Executives and Foremen at the Phillipsdale Mill. Back row—left to right: William Livingston, Charles Cyranock, George Hawley, George Inman, Henry Phelps, William Banks. Seated: A. Herbert Chamberlain, Rexford Salisbury, Thomas G. Henderson, Irving C. Eaton, David S. Lowry. On sick leave, Jack Hammerli.



Two of the giant paper machines, Nos. 4 and 5

The extension to No. 2 will be brick, steel and concrete and will be of the same style of architecture as the new storage and maintenance building.

The quality of the pressboard produced at the finishing mill has been improved by the addition of two new sets of polishing rolls.

Another glance at records broken during the year shows us that in October the unloading department handled 4500 tons of raw stock, or an average of 12 cars a day.

In general, the paper mills report an increase in savings, many improvements besides those already mentioned, the starting of a new and more efficient inspection system, and a growing

production of improved paper.

The Phillipsdale, R. I., mill, under the direction of Superintendent T. G. Henderson reports that they have run at full capacity. At the beginning of 1926 the stock was at a maximum. Towards the end of the year the storehouse was empty, and it was necessary to make frequent changes on the machine so as to meet requirements. The demand for felt from the Norwood plants increased at such a rapid rate that it was necessary to secure increased capacity.

During the year five new driers were added to the machine. Several driers, the calenders and the presses were equipped with Vickery doctors. The old paper beater has been replaced by a new Diltz continuous beater. Additional space for the storage of felt was secured by removing columns from the storehouse.

Extensive changes were made in the waste water system, the save-alls being changed, so as to control all water going to waste, thereby increasing the amount of white water used, with very substantial savings in the use of fresh water and in shrink of raw materials.

A new feed-water heater was installed in the boiler room, new washstands provided for the maintenance department and a new 12-stall auto shed built for the employees' cars.

Methods of loading felt were improved, thereby cutting down the amount of damaged felt to a great extent.

GENERAL MANUFACTURING STAFFS REFLECT GROWTH

Paper Mill Laboratory Moves to New Quarters; New Building Going Up
At Main Mill; Traffic Reports Record Shipments



POINTING out that the manufacturing departments have enjoyed an ideal combination of circumstances, which has given everyone interesting problems to occupy his thoughts and energies, S. B. Montgomery, assistant manufacturing manager, summarizes the year's accomplishments from the manufacturing point of view.

"Each year for some time past we have had a sure, steady growth in business, which has broadened our opportunities and increased the breadth of our activities," he says.

"There have been problems in developing new products, expanding departments, and creating new ones, erecting new buildings, and extending present mechanical facilities."

This growth in business is shown by figures



The Manufacturing Office Staff. Back row—left to right: Miriam L. Leary, Ruth Koch, Welthea M. Smith, Dagmar C. Peterson, Front row: Philip N. Hills, Spencer B. Montgomery. Kenneth Rouillard.

Staff of the Engineering Department, East Walpole.
Back row—left to right:
John H. Smith, Andrew C. Urquhart, John R. Burhoe, Eugene R. Dennett, Frederick B. Duncan, Dennis J. Cullinane, Frank Whitehead, Thomas Graney, Maurice Tarr, Frank W. Fisher.
Front row: Edward Boulter, Harold Mc Neeley, Marshall H. Grant, Samuel H. Kay, Charles W. Conrad, Paul A. Guttormsen, Joseph A. Sheehan, John Maitland, Homer Bowers.



compiled by the planning department. In 1921, from our East Walpole, Norwood and Phillipsdale plants we shipped 117,000 tons of material. By the end of 1926 we shall have shipped over 170,000 tons, or an increase of 45 per cent over a period of five years. This year has shown an increase in tonnage of 13 per cent over 1925, and each division, in turn, has shown more than the average increase of the last five years.

The various laboratories have kept pace with this growth. E. L. Connolly, chief chemist, reports that the central laboratory will soon be installed in its new quarters, which will be among the best equipped of any paper research laboratory in this part of the country.

It has been found necessary to expand the local laboratories each year, so as to meet increasing demands made on them, in control of products, testing of materials and development of new products and processes.

There have been many physical changes in the Bird & Son plants during the past year. Most of these have been mentioned in the divisional stories, but the outstanding improvement may be seen in the Mill Office Yard at East Walpole.

C. W. Conrad, plant engineer, has been in charge of constructing a new four-story brick fireproof building which is now nearing completion. The old storehouse which housed raw and finished material for the No. 2 Box Shop has been razed to make room for this new building. On its completion, the present machine shop, and the building housing the millwright department, draughting room, laboratory and stores, will both be demolished.

The new building is 256 feet long and 72 feet wide. The first floor will be used for all of the maintenance department, maintenance stores,

and waste water pumping equipment. The second floor provides quarters for the laboratory, museum, felt storage, roll storage, and storage for No. 2 Box Shop finished products. The third floor is to be used for finished products, pattern storage, and draughting room. The fourth floor will be used for finished storage, and is available for future manufacturing space.

Turning to the Purchasing and Traffic departments, under A. H. Russell, we find that even with the increased sales of the past year these departments have continued to furnish the manufacturing divisions with materials when wanted, and the sales offices with uniformly good service in the delivery of finished products.

The Traffic department has carried on with the Purchasing. In so doing the car record of



The Purchasing and Traffic Department force. Back row—left to right: Margaret R. Poff, Margaret Corcoran, Mary E. Hickey, Louise McFarland, Robina Urquhart, Catherine Dowdie. Front row: William F. Murphy, Benjamin R. Taylor, Allen H. Russell, Michael J. Hawkins, Theodore B. Maddern. Insert: John S. Robertson.



The Bird & Son Laboratory Staffs. Back row—left to right: John Patinsky, Chas. T. O'Connor, Harry N. Mann, Warren Kumbblad, Jeremiah Coughlin, Maude E. Kaler, Herbert L. Thompson, Earle C. Davis, James R. Hanley, Milton C. Beasley. Front row: Clarence C. Tileston, John Slattery, A. Herbert Chamberlain, James F. Maguire, Eugene L. Connolly, Donald B. Kimball, James E. Graham, Leander Hills, Algot Johnson.

Bird & Son's career has been shattered, over 22,000 carloads, including in-bound materials and out-bound finished goods, being the total for our local plants, including Phillipsdale.

This places us as the second largest shippers on the New Haven Railroad for total cars handled, and probably establishes us as the leading shippers, from the standpoint of total revenue paid to the railroad.

"We are entering the new year confident that we will continue to satisfy the manufacturing and sales departments by the selection of quality supplies and dependable transportation," says Mr. Russell, in closing.

In summing up the whole story of manufacturing, Mr. Montgomery says that "in addition to these evidences of physical growth, we are pleased

to feel that there has been a corresponding development in the morale and well-being of our people. We have enjoyed steady employment.

"We have certain definite ideals which we hope will carry us on to further growth and prosperity. It is our aim to make Bird & Son's plants good places in which to work; to provide ample work for all of our fellow-workers as many days as possible each year; to increase their productive powers by labor-saving devices, and in steady operation of machines at increasing speeds, in proper planning and providing proper equipment.

"We have always made products having high quality and real utility. Each of us can feel that he has done his part in producing something of value to the country."

GENERAL OFFICE STAFFS REVIEW THE YEAR

H. H. Miller Speaks on Credits; "Biggest Job to Keep Going" says D. A. Chase;

R. C. Floyd Declares Optimism for 1927 Well Justified



IN such an organization as this, there are certain administrative officers, whose work and duties bring them in contact with several and sometimes all departments. No summary of the year's progress would be complete without their reports.

Herbert H. Miller, secretary and treasurer of the company, opens his report by saying that the customary duties relative to the Treasury department have been carried on

as usual.

Under Mr. Miller comes the work of the Credit department. The men in this department must, at all times, be qualified to sell credits just as much as a salesman sells our products, Mr. Miller points out.

"When a customer experiences difficulty in making satisfactory collections," he says, "failing to work with a credit department, he forgets in so doing that he is losing an opportunity of obtaining needed assistance, as, of course, it is only through a co-operative spirit, not resting entirely with the manufacturer, that the situation may be

worked out to the mutual benefit and satisfaction of all concerned."

"In other words, if the customer will meet on open ground with the concern, and talk his problems over with the credit division, he will find a way by which both may work together to their mutual satisfaction."

The Service department, has continued to render careful and conscientious work, giving valuable service to all the other departments of the business.

"The biggest job of Bird & Son, and, indeed, of any industry, is to 'keep going,'" says D. A. Chase, assistant to the President. "There is a tremendous responsibility on the shoulders of any management to maintain the steady payrolls of all employees. (Bird & Son pays \$3,500,000 annually to its fellow-workers.) By such payrolls, the homes, schools, churches and all our other activities are maintained.

"Bird & Son, inc., has succeeded during 1926 in bringing a fair share of industry to its com-



General Office Executives and Staff. Back row: May Gardner, Mrs. Ernestine S. Campbell. Front row: Willard E. Hicks, Elmer H. Bartlett, Richard C. Floyd, Herbert G. Johnson.

munities. More than that, it has produced worthwhile goods that will give service and increase our good name.

"It takes the combined efforts and interest of many people to 'keep going,'" says Mr. Chase in closing. "These efforts seem wonderfully welded in our institution to give strength for the part we play in our country's business."

In reviewing the year, R. C. Floyd, assistant to the Vice-President, says, "Nineteen twenty-six is past and is of little interest to us except in so far as we may learn by its mistakes and continue to profit by its successes. Nineteen twenty-seven is now of much more importance to us.

"Never has Bird & Son been more justified in looking at the approach of a new year with well-founded optimism than at the present time, nor



Heads of departments in the Accounting Division. Back row—left to right: Stewart Keith, Ernest H. Coleman, Eben E. Johnson, James J. Dowling. Center row: Arthur V. Wilson, Arthur W. Mellin, Frank H. Vietze, Margaret Downing, Helen Walsh, Wesley A. Beaulieu, Patrick F. Rogers, Howard S. Whitney. Front row: Everett E. Gillis, Roy M. Springer, Axel H. Anderson, Louis E. Tarr, Wesley C. Ahlgren.

have we ever been so well equipped in comparison to our competitors to face whatever 1927 may bring forth. I make these statements for the following reasons, which apply to all our sales divisions:

"First, our old products are today better and more favorably known than ever before, and along with these we have added many new ones, thus giving us a variety second to none. Second, the quality in all our lines, a feature of which we have always had reason to be proud, is today at a higher peak than ever before. Third, our prices are well in line with value given.

"Fourth, we are in a position to render excellent service, both inside and out—trained,



The Treasury and Credit Departments. Back row—left to right: David A. Fiske, Gladys Duncan, Gladys Kady, Winifred Rhind, Florence E. Holmes, Mrs. Irene Rivera, Anna M. Roundy, Frederick J. Spang. Front row: Frank A. Johnson, Herbert H. Miller, Dimon E. Merrill, Henri E. Davenport.

experienced and efficient, and yet constantly being strengthened.

"Variety—Quality—Price—Service—Organization!

"And last, but not least, is the 'Bird & Son spirit', which does not know defeat."

In his position as auditor, Axel H. Anderson has control of all the various accounting divisions,

whose work keeps us informed as to our condition, financial and otherwise, at all times.

Mr. Anderson reports a growing efficiency in these departments, and points, as an instance, to the valuable work of the Cost department, which has enabled us to study our production methods with greater ease, and with valuable results.

MANY EMPLOYEE ACTIVITIES AT BIRD & SON

Hospitals Give Service; Accidents Reduced; \$1,000,000 in Insurance; Credit Union Growing; Home Building Active; Athletics Successful



Every member of Bird & Son's family can help but feel proud of this year's record. No particular division or plant can be pointed out as being responsible for the excellent showing, but better still, every department and every individual, by working together, is entitled to its share of credit.

Again this year, as in the past, all our plants have enjoyed continuous operation. Some plants have run every working day during the year, a remark-

able and the pride that everyone takes in his particular job, makes, as we hear so often, "Bird & Son a good place to work." This is evidenced by our labor turnover, which shows a slight reduction to an average of two and one half per cent per month or thirty per cent for the year.

At the present time there are approximately 1900 working in our plants and offices, a slight gain over last year, and nearly double the number of twelve years ago.

B. D. Rogers Labor Bureau Manager, states that a review of the many and varied employee activities must necessarily touch on each one briefly.

One of the first things that comes to mind is the work of the emergency hospitals. Not only do these places act as first aid stations for the treatment of injured workers, but they also fulfil a much larger and more necessary function in caring for and giving advice and help on the continued good health of all our people.

This year will record approximately ten thousand calls at our different hospitals. Most everyone is appreciating the fact that an early visit and prompt treatment from the doctors or nurses guards against infection from the minor injuries and helps in checking colds, grippe and the many other ills that might develop into something more serious if not taken in time.

The safety work is carried on throughout our plants by our regular inspections and the work of our various plant committees. A concerted drive against accidents has resulted in a reduction in lost-time injuries of from 160 for the first eleven months of 1925 to 90 for a similar period this year.

As a part of the "we help you if you help yourself" policy an Employees' Mutual Benefit Association is maintained. Small monthly payments by fellow-workers are duplicated, plus a little more, by the company, bringing to the members free doctor's services, a weekly payment if he is out sick or injured, and a life-insurance policy starting at \$200.00 and increasing to \$1,000.00 after four years' payments.

That this opportunity is appreciated is vouched



Those who work in the Triangle Building. Back row—left to right: Theodore L. Southack, Jr., Donald A. Chase, Benjamin D. Rogers, Harold E. Fuller, Albert W. Smith. Front row: Mrs. Myrtle Mayshaw, Mrs. Helen Randall, Annette S. Blaney, Anna M. Mahoney, Ruth E. Arel, Mary L. Conton.

able record as compared with that of many other industries in similar lines to ours, and with conditions generally. This has meant steady employment for all fellow-workers.

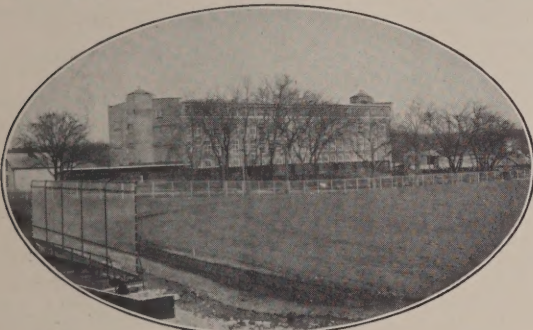
These facts, coupled with the continued payment of good wages, the good working conditions which exist in all our plants, good fellowship,

for by the fact that the percentage of membership in the various plants is between 92 and 97%, with several departments belonging 100%.

There is in force through the Bird & Son, inc. Employees Mutual Benefit Association, insurance amounting to well over one million dollars. During the past year the Association has paid over forty thousand dollars for its members as follows: sick benefits, \$19,150.00; insurance, \$16,729.00; physician's fees, \$4,182.00.

The Neponset Credit Union is maintained to provide an opportunity for fellow-workers to form the habit of saving, and to see that employees who wish to borrow money for a worthy purpose may do so safely, and at the payment of a low rate of interest.

It was organized eleven years ago and has shown a steady, healthy growth. The membership today is 917, nearly double the number five years ago, while during the same period the



A partial view of the new Athletic Field, East Walpole

assets and total savings has increased over 115%.

The volume of business for the past year was \$185,487.00. It is a regularly incorporated bank operating under the laws of Massachusetts and supervised by the Bank Commissioner. The officers and directors are all Bird & Son, inc. workers and are elected annually by the members.

The Credit Union idea was originated to defeat the loan shark. This it has successfully done. Today many are concerned about the extent of installment buying. By mortgaging their wages in advance many workers are burdening themselves with unwise obligations which they must meet. Today installment selling in some cases is offsetting the value of high wages by tying up so much of the workers' wages that there is not enough left for ordinary living expenses.

Through regular deposits the Credit Union has encouraged the discipline of thrift. It has demonstrated the value of the habit of *installment saving* instead of installment spending.

Also, to further the development of thrift, fellow-workers can deposit any part of their regular wages in any one of several local co-operative banks. There is now deducted from pay, or received from employees approximately \$4,000.00 each month for deposit in these banks.



Investigating Committee of the Employees' Mutual Benefit Association. Back row—left to right: Edward J. Geraghty, John J. Burke, Mrs. Helen Randall, Frank Whitehead. Front row: John J. Linnehan, Marshall H. Grant, James B. Maguire, Dennis J. Cullinane. Insert, Lyman Small.

This represents about 275 accounts and is at least double the amount collected five years ago.

A well-stocked library is maintained for the use of fellow-workers, containing many technical works and reference volumes, which are the property of the company, as well as up-to-date fiction and non-fiction, furnished by the Walpole Public Library, of which our library is a branch.

Between eleven and twelve thousand volumes a year are circulated.

The Walpole Home Building Company, an organization separate from Bird & Son, but having Bird & Son members on its Board of Directors, offers worth-while services to workers at the Norwood and East Walpole Plants.

The company gives every service to the worker who desires to build a home. Plans, advice and

(Continued on Page 19)



Directors of the Neponset Credit Union. Back row—left to right: Charles D. Savage, George E. Smith. Center row: Benjamin D. Rogers, Leo R. Bernier, John J. White, Axel H. Anderson, Dennis J. Cullinane. Front row: Albert W. Smith, treasurer; Benjamin R. Taylor, clerk; Andrew C. Urquhart, president. John H. Smith, Herbert H. Miller.

Notes From Plants and Offices

MAIN OFFICES AND SALES

East Walpole, Mass.

Beatrice F. Severance
Fred J. Spang
Arthur V. Wilson
Margaret Poff

Edgar Tarr
Ethel Duncan
Margaret Dalton
Margaret Owens

While the "Big League" bowlers were slamming 'em down the alleys during the month, two teams from the office met at the Norwood Civic Alleys for a battle royal. The male help in RC challenged the gentlemen working in the Triangle building, with the quite natural outcome of defeat for the bookkeepers. Behind which necessarily brief comment, hangs a long, sad, story, mates.

We were very sorry to hear of the death of Miss Keliher's father recently.

Howard Mann of AM claims that this is a "ruthless" world. However, after a week-end in Roslindale, he doesn't feel so bad about it.

The engagement of Grace Broadley, AS, and Stanley Crowhurst has been announced.

The many friends of Mr. and Mrs. H. W. Dixon, both former employees of Bird & Son, will be interested to learn of the arrival of a baby boy, Richard, at the New England Hospital, December 2.

Mrs. Brown has recently returned to her home in Walpole, where she is convalescing after her recent operation. Her popularity among her friends was made very evident by the many beautiful flowers and boxes of candy which she received. Her associates are looking forward to her early return.

PAPER MILLS

East Walpole, Mass., Mill

John E. Curran
William J. Quinn
Marshall B. Lee

John J. Burke
John H. Maguire
Ernest Koebe

As an auto mechanic John Curran makes a very good cook. When John wants lights on his car he sends for Harry Clinton to turn on the switch. Instead of a pressure cooker, John had better get a pressure lighting system.

We congratulate Mike Burke, who became the father of a baby girl, December 14.

Anton Blazir is planning to take his vacation just before Christmas, when he will kill off his pigs. We could find room for some nice pork or bacon, Anton.

Johnny Burke is showing signs of becoming a champ whist player. He is starting easily, though, so as not to discourage the crowd. He captured a couple of onions at a card party a short time ago.

Steve Smith has installed a pressure cooker at the cottage at Swift's Beach.

Frank Whitehead is taking up interior decorating as a side line.

Joe Keefe is driving the new tractor at DVX1.

Walter Alders is now the proud possessor of an Essex coach.

It is rumored that John Neal is taking wrestling lessons. He expects to be in the pink of condition by spring.

John Moylan of No. 3 machine has given his dog, Fritz, to James Clark, who is going to give him a quiet home on his farm in Sharon.

Jack Smith showed the boys that he could sprint one day recently when a switch-box cover blew off in DMB. No such fast foot-work has been seen since the day Harry Wentworth and John Counhway had their dash.

James Maroney, our popular watchman, is the proud daddy of a baby girl, born December 4.

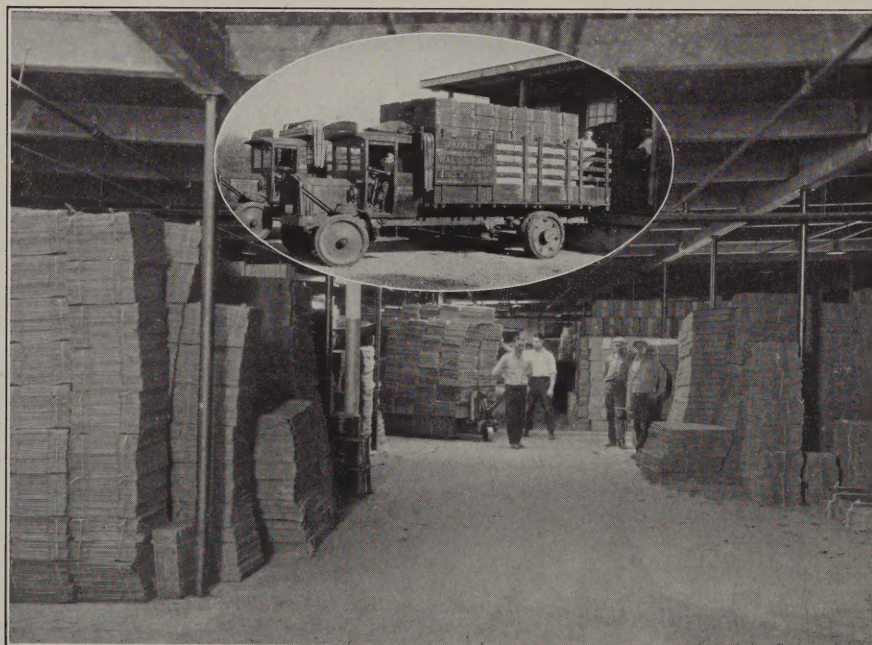
Lawrence Balduf has returned to DMB after doing police duty in the mill office yard, where the new building is under construction.

After years of faithful service, and still going strong, Mike McDonough's Briscoe met an untimely fate recently, when it was destroyed in a fire which wiped out one section of the auto shed. Thus is written the last chapter of a long, sad story. Mike's only comment was, "It did all I asked it to do for me, and died as hard as it had lived, with its shoes on."

Now Mike is at the wheel of a new Pontiac Six.

Jim Houlihan has given up the idea of raising police dogs and is vainly searching for a thoroughbred Boston Terrier.

Herb Schaier must have thought William Geary was in the bakery business when he handed him a supply of baking soda which produced paste that looked more like a batch of



A section of the Box Shop shipping department, and a truck being loaded with completed cases

bread. Ralph Wilkins was half tempted to order three dozen baking tins so as to complete the process.

When one person accidentally bumps into another the phrases "excuse me" and "pardon me" are out of date. To be in style you must say "much obliged" according to J. A. Sheehan and E. L. Connolly.

Hub Thompson is becoming tired of the Massachusetts atmosphere and is planning to try the woods of Maine.

Personality conducted auto tours can easily be arranged for any evening except Sunday by communicating with John Slattery of PL.—Adv.

Engineering

John Maitland
John Baché

John Burhoe
Joseph Sheehan

Correction: The man shown in the last *Review* holding the 7-pound beet should have been given as Vincent Meomartino. Vincent goes under the nickname of "Jimmy," so we got him mixed with someone else.—The Editor.

We were very sorry to hear of the death of Eugene Dennett's mother recently, and extend him all our sympathies.

John Graney has turned in his car, evidently preparing for a quiet winter.

We welcome Sigurd R. Anderson, the new machinist's helper in EMM.

The members of EF enjoyed a very pleasant evening December 10. It was "EF night" in Boston and the members of the draughting room threw aside all restraint. They even crossed the streets when the traffic officer wasn't looking. They enjoyed a fine dinner at the Boston Oyster House, where they know how to serve 'em. Schaier didn't seem to take to oysters raw. Just couldn't make 'em slip down. Des Jardins and Bartlett just stowed 'em away. Timmins used discretion and ate sparingly. After the dinner the crowd went to see "Queen High," and all voted it a good show. Everyone kept his eyes glued to the stage, Sam Kay bringing along a two-foot spy glass.

Herbert Hinson has been transferred from EMM to EMW. William Riordan is a new member in EMW.

Herbert Stott has been added to the force at SM, and Henry Delaney, who was with Roy Springer last summer is now substituting there. Welcome to both of them.

Congratulations to Mr. and Mrs. Frank Whitehead, who recently celebrated their twenty-fifth wedding anniversary, December 4, at the Wednesday Club. Everyone enjoyed the good time, and joined, as we do, in wishing Frank and his wife many more years of happiness.

Everett Rockwood of EMW is now located at Pleasant Street, Norwood, having moved there from South Walpole.

Gunnar Gottberg is now the father of a bouncing baby boy. Congratulations, Gunnar!

Phillipsdale, R. I., Mill

Rexford H. Salisbury David S. Lowry John H. Nolan

We are glad to see Jack Hammerli and Frank Reed back with us again. Both were out sick for about a month but are feeling better now.

Joseph Moura announces the arrival of Joseph Moura, Jr., at his home this last month. Congratulations!

Someone told us that a good Christmas suggestion for Tixy Billings would be a collar for a pet collie. We don't know whether this is supposed to be for Tixy or if he really has a dog.

Lloyd Allen started out in his chariot for some place in Connecticut a few Saturdays ago but only got as far as Natick when three or four cylinders dropped out. He got it started again, however, and drove back home, treating Providence to a real war-time smoke screen.

We have lately received and installed three 48" I. L. G. ventilating fans on the roof of our machine room. These help considerably in getting the condensation out of the room. For a while it looked as though we would have to equip the men on the machine with foghorns.



The girls who work in No. 2 Box Shop

BOX FACTORIES East Walpole, Mass.

Malcolm R. Mars
Albert H. Hammond
George L. Holland
Florence H. Slaney

Earl H. Hansen
Will A. Evans
Charles S. Mutch
Mary Driscoll

John White and Pat McDonald are the proud owners of new Buick sixes.

On Tuesday, November 30, the girls in FXK tendered a miscellaneous shower to Mary O'Malley at her home on Washington Street. Henrietta Florest gave an exhibition Charleston dance, and Mollie Killion did some Irish stepping. Mary is now Mrs. Andrew Kelley.

Helvi Lehtonen sang in a show given by the Finnish Dramatic Club in New York City, over the Thanksgiving holidays.

DeViney of FX1 is preparing for his daily hikes to and from Westwood by making a pair of snowshoes during his noon hours.

O'Donnell, FX1 finisher, is very much on the fence. He doesn't know whether to buy a horse and buggy or a Ford coupe. He has had several trials of each lately.

White and Watson of FX1 office are looking for some one to pay their board bills, now that the football season is over. For further information, see Mal Mars.

Peter Neilson had the pleasure of attending the golden wedding anniversary of his parents on December 10.

BUILDING AND ROOFING MILLS AND OFFICES

Norwood, Mass., Mill

Harry Dresser
Charles J. Watson

Howard F. Everett
Lester M. Pratt

Michael Mohan reports to Dedham Court this month—but it is for jury duty.

Walter Cyr has tried to run his Ford without gas recently. No go, Walter, no go.

"Admiral" Driscoll is back on the job again and looks fitter than ever. Put on a little weight, but he carries it well. He had a great time at the Norwood Hospital, and has invited everyone there up here, to go for a sail, next summer. Joking aside, we're glad to see you back, Dinny.

We are thinking of starting a one-ring circus with Gus, the blacksmith, as the whole show. It is certainly funny to see him mimic the way Pat Tracy could kick, and can kick. They are a great pair.

Johnny Mattson has been forced to raise another "a la Chaplin." A casting broke and the set screw struck him right smack under the nose. The white plaster looked funny, and King Tut offered to paint it black.

John White would like to know who has been monkeying with the bubbler at No. 7 machine. The darned thing went off and hit John a clip in the ear. Too bad a fellow can't get a drink of water without getting a ducking.

The new reservoirs at FB would have made a dandy swimming pool, but someone had to go and put a concrete cover over it.

Chicago Mill and Office

William W. Wilson

Benjamin H. Roberts

Mrs. G. Prairie

It is good to see Miss Lyndon back at her desk after her recent illness.

Mrs. Andres, our telephone operator, may be seen at the wheel of her new Buick brougham these days.

Edith Johnson, who has recently joined our Accounting Department, is a twin sister to Frances Johnson of our Stenographic department.

Miss Moore's father is confined to his home as the result of an auto accident.

Mr. Hird attended the Army-Navy game with Joseph Binford, our dealer of Crawfordsville, Indiana.

Harry Brandau, of our Traffic department, attended a meeting of the Traffic Division of the Asphalt Roofing Association in Washington this month.

F. D. Martin was in from his Kansas territory last week.

We wish to announce that O. F. Griffin is to take over the northern Iowa territory formerly covered by D. H. Higgins.

The son of A. Alexander, who handles our surfacing materials, was struck by an auto and had both legs broken last week.

November tonnage ran 28% greater than for the same month last year.

FLOOR COVERING PLANT AND OFFICES

Norwood, Mass., Plant

L. J. Latham

Tom Rogers

G. L. Staples

Carl Johnson

Frank Sutherland

Norwood, Mass. Plant

Frank Smith has graduated from a Chev. to a Buick sedan.

Melvin White decided to pass up H. Ford's idea of an auto and try a Chev. after experiencing a broken crank shaft of the departed Lizzie.

Evan Astrom and Lloyd Smith have been transferred to FFN from FFR.

Roscoe Shorey has been transferred from FFR to FFG, along with Johnson, from FFD.

Avard L. Bird is a new fellow-worker in FFR. Welcome, Avard.

Hedley Phillips has been transferred across the road, from FFR to FFF, and Claude Smith has come down from the Roofing mill to join the gang at FFR.

Domestic science rule: To keep the gas bill down to a minimum, and also prevent loss of time during the week, always shut off the gas and put out the cat before leaving the house. Duffy please note.

Congratulations to Lawrence Angelo. The stork visited his house recently, and left a baby girl.

It isn't every man who has two separate trades and uses them, but Mike Benkewicz of FFC makes mattresses, and good ones, too.

We are all very glad to see Joe LeBlanc back at work at FFC.

Miss Katherine S. Lynch, of Stoughton, and Albert V. Duffy, FFF, were married on Thanksgiving Day at Stoughton. Mr. and Mrs. Duffy will reside at 230 Vernon street, Norwood.

CHICAGO OFFICE

B. I. Hindmarsh

Lillian Moe

R. A. Kent, who has done a good job in southern Texas, will take over, after the first of the year, the north side territory in Chicago formerly covered by C. B. Miller. The latter has resigned to devote his entire time to a floor covering store of his own. He has the best wishes of the entire organization for success.

G. R. Groendyke, who has been working in the Dakotas, has been transferred to a Minnesota territory, and will work out of St. Paul in co-operation with C. E. Tyson and H. R. Smith. Although only in the Dakotas for a few weeks, Groendyke has proved that he can sell Neponset. In a recent communication Groendyke remarked as follows:

"A Bird in the Office is Worth Three on the Road."

The Office Birds agree.

The new "Scene In Action" display has been set up in the office lobby, and has created a lot of favorable comment. The effect of the magic carpet flying through the clouds is very realistic. It is planned to have one of these displays on a small scale for each salesman, who will route it among his various dealers.

Miss Gladys Kamin is now assisting Mr. Hindmarsh, and Miss J. Heaney has been added to the stenographic force.



These men run the huge machines that print Bird's Floor Covering and Rugs

NOTICE

E. M. B. A. Annual Meeting will be held Tuesday, January 11, at 8 p. m. in Lunch Room, No. 2 Box Shop, East Walpole.

(Continued From Page 15)

the more material matters of finance can all be arranged through the company. This year witnessed the building of more new homes than have been erected for some years.

The athletic activities come under the direction of the Labor Bureau, with each organization governing itself as to schedules, practice, election of officers, etc.

During the season just past the Bird & Son teams were well supported, and came out victorious in several fields.

The bowling team won the championship of the Walpole-Norwood Industrial League for 1925-26. We also had an inter-departmental league within the plants which was very successful. No. 1 Box Shop team won the championship. This year the same two leagues will be carried on.

The baseball team also captured the pennant of the Walpole-Norwood Industrial League, coming from a bad start of five losses at the beginning of the season, to win practically all the remaining games.

Last winter we ran our first basket ball team, which proved to be highly successful. The team won 11 out of 18 games. Another team is already in the field for this season.

More interest was shown during the past season in tennis than ever before. Men's singles and doubles tournaments were held, and, better than anything else there was a large number of young boys and girls who took up the game, using the courts every afternoon.

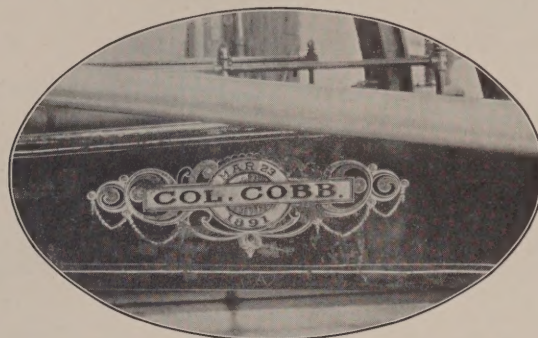
A system of prize awards for suggestions has been in force for years. We have had more suggestions submitted this year than ever before. For instance, in 1921 we had 393 suggestions submitted, of which 83 were accepted. So far in 1926 we have had 829 suggestions submitted, of which 249 have been accepted. An award of \$5.00 is made for each accepted suggestion, with special awards for extra-valuable suggestions, and prizes given at the end of the year to the man with the most ideas accepted, best suggestion accepted, etc.

The Labor Bureau also offers to employees every assistance in procuring naturalization papers, and in other matters of legal and semi-legal nature. Through the company's connection with the Boston Better Business Bureau and similar organizations, any employee may secure information before investing his money in any business enterprise.

The Bird Club, an organization open to men at all the plants, offers the facilities of a large, well-equipped clubhouse and gymnasium. For several years now, including the present season, the Club has furnished frequent entertainments, in the form of banquets, lectures, dances, high class vaudeville specialty acts, and talks by club

In Tribute to "A" Engine

By Charles Sumner Bird



The name plate on the old "Col. Cobb"

OUR "A" steam engine is down permanently. Not a breakdown! Far from it! She ran to the last minute as well as for the past 30 years.

I believe somewhat in luck and that is why I named this engine when installed March 23, 1891, "Colonel Cobb," in remembrance of my old friend, Charles K. Cobb of Chestnut Hill. Surely it has been a lucky name! This engine has run 24 hours each day for more than 30 years. On an 8-hour day basis this would mean more than 90 years of service. I do not believe that there is an engine in existence which has such a wonderful record.

Many times during the past few years I called on the old engineer, Herbert Taylor, who had charge of this engine room, and he always spoke of "Colonel Cobb" with reverence as he related to me how wonderfully the engine had run—often over-loaded and never complaining. I felt that he was speaking of a human being, in fact there were very few men for whom he had the affection that he showed for "Colonel Cobb."

She is down to make way for electricity—a more economical, but far less picturesque machine. I take off my hat to her as she goes to the junk heap.

members. During the 1925-26 season and to date in the present season, entertainments of various natures have been provided.

All of those who have been with Bird & Son, inc. ten years or over are privileged to become members of the Old Timers' Club. The growing organization now numbers three hundred and forty-five members. Of about 1900 employees of the company seventy-eight have been with the company over 25 years. Three hundred and forty-five have been with the company more than ten years. Seven hundred and seventy-nine have been with the company five years or longer; which, in closing, seems to be full proof of harmonious relations.

BIRD'S NEPONSET REVIEW

Vol. XV HOLIDAY NUMBER 1926-27 No. 1

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Here's Wishing You!



HIS annual number of the *Review* has come to be something of an institution. Through it, as a medium, we attempt to tell the story of the year's progress of Bird & Son, inc., an organization with 131 years of quality-product making behind it.

From Mr. Bird's message at the start, to the final line of the news and notes of departments, there is something of interest for everyone who is in any way connected with the company.

Truly the story we attempt to tell is an inspiring one. Back of the report of this year, 1926, is the record of steady growth, of battles won and lost, of constant trying to maintain quality and fair value. Bird & Son is a healthy, prosperous industry, producing quality goods, and helping to support an ever growing family of fellow-workers.

We say all this with pardonable pride. The stories which you have already read will give ample support to the contention.

The *Review* is glad to be the recorder, the historian, the spokesman for such an institution as Bird & Son, and particularly at this Holiday Season.

This issue will be read by well over 20,000 people—fellow-workers, dealers, stockholders, and many others—from coast to coast, across the Atlantic, down to Australia, and elsewhere.

With true whole-heartedness the *Review* wishes for all of you true happiness and real prosperity, in this, the year's most joyous season,

ATHLETICS

Albert W. Smith

Basket Ball

THE Bird & Son basket ball team has started the season, having played three games to date, losing two by close scores, and the other by a score not quite so close. But the team is now rounding into shape, and should soon get into the winning column as last year's team did.

The following games are on the card for the coming few weeks: Tuesday, December 28, Rice, Barton and Fales, of Worcester, at Walpole Town Hall; Wednesday, January 5, West End Club of Boston, at Walpole Town Hall; Saturday, January 15, Crompton and Knowles, at Worcester; Saturday, January 22, West End Club, at Boston.

As an added inducement to attend the basket ball games, tickets are available at \$1 each, which will admit the bearer to any four games on the schedule.

Bowling

The Bird & Son Bowling League is well under way. The team from No. 2 Box Shop is leading the league with 15 points won and 5 lost; No. 1 Box Shop is second with 11 won and 9 lost; Floor Covering is third with 10 won and 10 lost; and Building and Roofing last, with 4 won and 16 lost.

Program of Headliners Will

Continue at Bird Club Nights

REAL "headliners" have been the feature at the Bird Club entertainments this season, and will continue to be, according to announcements from the committee.

On Friday evening, December 17, a goodly crowd of members gathered at the Club to hear End-Coach Bill Ormsby of the famous Brown University "Iron Man" football team, give a short talk. "Bill" was listened to with great interest.

The other half of the program was given over to Jack Howard, who gave an illustrated lecture on "The Call of the Outdoors."

The next entertainment will be at Bird Hall, on Tuesday evening, January 11, and will be preceded by a banquet in the Hall. The speaker of the evening will be Joe Mitchell Chapple, world traveler, author, and a man who has met many famous people. It is a very great privilege for us to be able to hear him.



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